

FILED
U. S. DISTRICT COURT
EASTERN DISTRICT OF TEXAS

UNITED STATES DISTRICT COURTS
EASTERN DISTRICT OF TEXAS
DIVISION

JAN 31 2023

MARY Alice Cheatum

BY
DEPUTY
1.23cv40

Case Number:

Name of Plaintiff(s)

vs

LaSalle Corrections

Name of Defendant(s)

COMPLAINT UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

Note: If plaintiff is alleging employment discrimination based on race or color, please also see 42:U.S.C. 1981

1. This action is brought pursuant to Title VII of the Civil Rights Act of 1964 for employment discrimination. Jurisdiction is specifically conferred on the court by 42 U.S.C. 2000e-5. Equitable and other relief are also sought under 42 U.S.C. 2000e-5(g).

- 2.. Plaintiff, MARY Alice Cheatum, is a citizen of the United States
(name of plaintiff)

and resides at 1200 6th Street,
(street address) Port Arthur,
(city)

Jefferson, Texas, 77640, (409) 549-0761
(county) (state) (zip) (telephone)

3.. Defendant, LaSalle Corrections, resides at, or its business is
(name of defendant)

located at 1001 Pearl St. Suite 101, Beaumont,
(street address) (city)

Jefferson, Texas, 77701, (409) 434-4654
(county) (state) (zip) (telephone)

4. Plaintiff sought employment from the defendant or was employed by the defendant

at 1001 Pearl St. Suite 101, Beaumont,
(street address) (city)

Jefferson, Texas, 77701.
(county) (state) (zip)

5. Defendant discriminated against plaintiff in the manner indicated in paragraphs 9 and 10
of the complaint on or about 12-01-2018.
(month, day, year)

6. Plaintiff filed charges against the defendant with the Equal Employment Opportunity
Commission charging defendant with the acts of discrimination indicated in paragraphs
9 and 10 of this complaint on or about 02-01-2019.
(month, day, year)

7. The Equal Employment Commission issued a Notice of Right to Sue which was
received by plaintiff on 11-03-2022.
(month day, year)

8. Because of plaintiff's (1) _____ race, (2) _____ color, (3) sex,
(4) _____ national origin, defendant:

- a. _____ failed to employ plaintiff.
- b. _____ terminated plaintiff's employment.
- c. _____ failed to promote plaintiff.
- d. Other I was subjected to retaliation,
a sexually hostile working environment,
Bullied, and intimidation by the Warden
and other Supervisors at LaSalle Corrections for reporting
sexual Harassment

9. The circumstances under which the defendant discriminated against plaintiff were as follows:

Since September 2016 I have been employed by LaSalle Corrections as a Jailer. During my employment I was subjected to sexually hostile working environment. Consequently, I filed a sexual harassment complaint against Sgt. Robert Johnson, Lt. A. Gillespie, Officer John Cooper, and Officer DeAndra Cole in February 2019. Shortly after, I was retaliated against by Sgt. R. Johnson who wrongfully accused me of insubordination, and consequently caused me to be placed on a 6-month probation. On April 3 - 2019, I have personally witnessed Officer Cheryl Jones, and Officer John Cooper be insubordinate to Sgt. R. Johnson without anything happens to them. On April 14 2019, I fell, and sustained a job injury. I was later wrongfully accused by Lt. A. Gillespie, and Sgt. Robert

continue on next page →

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Johnson, per Jody Tillman (Director of H.R., Department Head Quarters out of Louisiana) of refusing to take a drug test, and that I had refused to file a worker's Compensation claim. On the next day, while I was still out on my medical leave, I was informed by Susan Benoit, Human Resources Manager, that I was required to sit in front of a review board before I return back to work, the review board would determine if I was responsible for slipping, and falling on April 14, 2019 (unsafe practice), I would be sitting in front of the exact same people I had made complaints against. To my knowledge Officers Cole, Brim, and Tinsel were not asked, or required to sit in front of a review board for their slip and fall injuries, and / or committing and unsafe practice, I believe the company is looking for ways to terminate my employment, and is currently appealing my workers Compensation claim for no valid reasons. Even the Director of H.R. Jody Tillman informed me she had never heard of any type of review board when an employee slipped and fell, I believed I have been discriminated against because of my sex (female), and being retaliated against for engaging in a protected activity, in violation of

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Title III of the Civil Rights Act of 1964,
as amended, and because of my disability,
in violation of the Americans with Disabilities
Act of 1990, as amended. Thank you

Mary Alice Cheatum

1-26-2023
(409) 549-0761

10. The acts set forth in paragraph 9 of this complaint:

- a. are still being committed by defendant. *Yes, Per Terry Gibson who is still an employee at La Salle Corrections in Beaumont Texas.*
- b. are no longer being committed by defendant.
- c. defendant may still be committing the acts.

11. Plaintiff attaches to this complaint a copy of the charges filed with the Equal Employment Opportunity Commission which charges are submitted as a brief statement of the facts supporting this complaint. WHEREFORE, Plaintiff prays that the Court grant the following relief to the plaintiff:

- a. Defendant be directed to employ plaintiff.
- b. Defendant be directed to re-employ plaintiff.
- c. Defendant be directed to promote plaintiff.
- d. Defendant be directed to award plaintiff and that the *monetary Damages in the amount of \$123,840⁰⁰
Please find attached Statement \$150,000⁰⁰
\$173,840⁰⁰*
Court grant such relief as may be appropriate, including injunctive orders,
damages, costs and attorney's fees. ✓

Mary Alice Cheatum 1-30-2023
(Signature of Plaintiff)

EEOC Charge number 846-2019-10056

On 11-30-2021 at 122pm Michelle Villanueva, Federal Investigator EEOC, called me to discuss a Good Faith and Intention move forward, a Demand Offer conciliate to resolve, she asked me to break down the amount I would have earned in 3 years. Because I informed Michelle Villanueva I had plan on working at least three more years with LaSalle Corrections in Beaumont Texas before I stopped and fell on 4-14-2019.

Mary Alice Cheatum
11-30-2021

Mary Alice Cheatum 1-29-23

TO: Michelle Villanueva EEOC, Federal Investigator
FROM: Mary Alice Cheatum
Charge Number 8460-2019-10056
After numerous attempts to resolve this matter with good faith, and intentions to move forward with LaSalle Corrections located in Beaumont Texas concerning inappropriate sexual comments, and behavior made by four male employees in my presents while at work, two of the males being my immediate supervisors, I also request a monetary award for the constant harassment towards me, by several supervisors at LaSalle Corrections, including the Warden (Derrick Lacy) by writing bogus Disciplinary on me, insults, calling me names, and even lying on me, all of this only because I chose not to be disrespected in the work place by four male employees, who themselves chose to be verbally inappropriate, and unprofessional while at work. I now choose to draft this Demand Offer conciliate to resolve, I had anticipate working three more years for LaSalle Corrections at the pay rate of \$11.05 per hour which totals \$133,840.00, I am also requesting \$50,000.00 for the continuous third party harassment by the four male employees, and the Mental Harassment, causing me to be depress by the unit Warden (Derrick Lacy), the field Warden (Chris Bell), and the Unit Captain (Lisa Gobert) Due to me (Mary Alice Cheatum) Reporting the four male employees inappropriate sexual comments, and unprofessional behavior in my presents while at work. Thank You

Mary Alice Cheatum

12-3-2021

maryalicechen-1-29-23



February 8, 2019

Dear Mary Cheatam,

Following a routine audit of all positions within our organization we decided to increase your pay to \$21.05 per hour. The effective date of this increase is 2/1/2019 and the increase in pay will appear in the pay received on 2/22/2019.

Should you have any questions, please contact your local Human Resources representative.

Best Regards,

Lindsay French

HR Assistant

cc: personnel file

Mary Alice Cheatam 10-3-205

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1. notice of Right to sue
2. Charge of Discrimination
3. notice to EEOC Investigator Michelle Villanueva
4. Executive Director Texas (LaSalle Corrections)
5. LaSalle Corrections Employee HandBook (Please Read)
6. More LaSalle Policies (Please Read)
(I have mark certain policies that LaSalle Correction Beaumont violate)
- 7 LaSalle Corrections Pre Act Offenders, and Officers Beaumont Unit ignore my complaint
8. Some of the people I have reported my Sexual Harassment, Retaliation Hostile Working Environment to.
9. Witnesses who may Help my case, Alice Mayfield, Terry Gibson
- 10 Made Up Harassing Disciplinary that was written on me. Also Grievances I wrote, but never received a response to.
11. 4-14-2019 I Slipped & Fell, I was accused of not truth by my employer I had no check for almost a year I had to go to Workers Comp. comp

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To win my case, I was Revoked against because I filed an EEOC Case aginst 4 male officers at La Salle Corrections Beaumont Texas.

12. Workers Compensation Insurance Originally Denied me because La Salle Supervisor Sgt Robert Johnson Did not tell the truth by saying He did not see fall & he was Standing 740'0 feet away from me when I slipped & fell

13 Events on Day I slipped & fell & Information 4-30-2019 when Workers Comp. Denied me

14. Two male employees Officer Tindle, & Office Cole injure others self at work and was not question By the Administration

15. Please Read the Workers Comp. Judge Decision (Dept. of Insurance)

16. Date Social Security Disability start
I became disable 4-14-19 Day I fell
at LaSalle Corrections Beaumont Tx.

17. FMLA Documents

18 Separation of Licensee

19. Important Dates at Work

20. name of the 4 male officers I made a complaint on Sexual Harassment

21 Supervisors who made working at La Salle

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CORRECTIONS a Hostile Working Environment

D2 Year 2021 I reported another male Supervisor who was treating the female officer poorly & the male officer better than females. Ronald Holmes is his name.

D3 Please Read above the People who was in charge of the Unit and had Authority to stop the Harassment, Retaliation Hostile Working Environment

Butting But would not Do So.

A. Jody T. Ulman (Director of HR.)

B. Detrich Lacy (Unit Warden)

C. Lisa Gobert (Captain of the Unit)

D. Arthur Gillespie (Lt. of the unit)

E Robert Johnson (Sgt on night shift where I worked)

F Chris Bell (Field Warden)

Notice of Right to Sue
Letter



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Houston District Office
1919 Smith Street, 6th Floor
Houston, TX 77002
(346) 327-7700
Website: www.eeoc.gov

Ms. Mary A. Cheatam
1200 6th St.
Port Arthur, TX 77640

Lasalle Corrections
1001 Pearl St., Suite 101
Beaumont, TX 77701

Leah Sumrall
Senior Corporate Counsel
LaSalle Management Company
192 Bastille Lane, Ste. 200
Ruston, LA 71270

Re: Ms. Mary A. Cheatam v. LASALLE CORRECTIONS
EEOC Charge Number: 846-2019-10056

The Commission has determined that efforts to conciliate this charge as required The Americans With Disabilities Act of 1990 (ADA) and Title VII of the Civil Rights Act of 1964 (Title VII) have been unsuccessful. This letter is the notice required by §1601.25 of the Commission's Regulations, which provides that the Commission shall notify a Respondent in writing when it determines that further conciliation efforts would be futile or non-productive. No further efforts to conciliate this case will be made.

The Commission has determined that it will not bring a lawsuit against the above-named Respondent. The issuance of the enclosed Notice of Right to Sue concludes the processing of this charge by the Commission.

Accordingly, this case will be reviewed to determine whether the EEOC will take further action against the above-named Respondent. A determination should be forthcoming in the near future.

On Behalf of the Commission:

Rayford O. Irvin Digitally signed by Rayford O. Irvin
Date: 2022.11.04 10:30:52 -05'00'

Rayford O. Irvin
District Director



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Houston District Office
1919 Smith Street, 6th Floor
Houston, TX 77002
(346) 327-7700
Website: www.eeoc.gov

CONCILIATION FAILURE AND NOTICE OF RIGHTS

(This Notice replaces EEOC FORMS 161 & 161-A)

Issued On: 11/03/2022

To: Ms. Mary A. Cheatam
1200 6th St.
Port Arthur, TX 77640
Charge No: 846-2019-10056

EEOC Representative and email: Michelle Villanueva | michelle.villanueva@eeoc.gov
Investigator

CONCILIATION FAILURE OF CHARGE

To the person aggrieved: This notice concludes the EEOC's processing of the above-numbered charge. The EEOC found reasonable cause to believe that violations of the statute(s) occurred with respect to some or all of the matters alleged in the charge but could not obtain a settlement with the Respondent that would provide relief for you. In addition, the EEOC has decided that it will not bring suit against the Respondent at this time based on this charge and will close its file in this case. This does not mean that the EEOC is certifying that the Respondent is in compliance with the law, or that the EEOC will not sue the Respondent later or intervene later in your lawsuit if you decide to sue on your own behalf.

NOTICE OF YOUR RIGHT TO SUE

This is official notice from the EEOC of the dismissal of your charge and of your right to sue. If you choose to file a lawsuit against the respondent(s) on this charge under federal law in federal or state court, **your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice**. Receipt generally occurs on the date that you (or your representative) view this document. You should keep a record of the date you received this notice. Your right to sue based on this charge will be lost if you do not file a lawsuit in court within 90 days. (The time limit for filing a lawsuit based on a claim under state law may be different.)

If you file a lawsuit based on this charge, please sign-in to the EEOC Public Portal and upload the court complaint to charge 846-2019-10056.

On behalf of the Commission,

Rayford O. Irvin

Digitally signed by Rayford O.
Irvin
Date: 2022.11.04 10:30:16 -05'00'

Rayford O. Irvin
District Director

Cc: Leah Sumrall
Senior Corporate Counsel
LaSalle Management Company
192 Bastille Lane, Ste. 200
Ruston, LA 71270

Enclosure with EEOC Notice of Closure and Rights (01/22)

INFORMATION RELATED TO FILING SUIT UNDER THE LAWS ENFORCED BY THE EEOC

(This information relates to filing suit in Federal or State court under Federal law. If you also plan to sue claiming violations of State law, please be aware that time limits may be shorter and other provisions of State law may be different than those described below.)

IMPORTANT TIME LIMITS – 90 DAYS TO FILE A LAWSUIT

If you choose to file a lawsuit against the respondent(s) named in the charge of discrimination, you must file a complaint in court **within 90 days of the date you receive this Notice**. Receipt generally means the date when you (or your representative) opened this email or mail. You should **keep a record of the date you received this notice**. Once this 90-day period has passed, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and the record of your receiving it (email or envelope).

If your lawsuit includes a claim under the Equal Pay Act (EPA), you must file your complaint in court within 2 years (3 years for willful violations) of the date you did not receive equal pay. This time limit for filing an EPA lawsuit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, your lawsuit must be filed within 90 days of this Notice **and** within the 2- or 3-year EPA period.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Filing this Notice is not enough. For more information about filing a lawsuit, go to <https://www.eeoc.gov/employees/lawsuit.cfm>.

ATTORNEY REPRESENTATION

For information about locating an attorney to represent you, go to:
<https://www.eeoc.gov/employees/lawsuit.cfm>.

In very limited circumstances, a U.S. District Court may appoint an attorney to represent individuals who demonstrate that they are financially unable to afford an attorney.

HOW TO REQUEST YOUR CHARGE FILE AND 90-DAY TIME LIMIT FOR REQUESTS

There are two ways to request a charge file: 1) a FOIA Request or 2) a Section 83 request. You may request your charge file under either or both procedures. EEOC can generally respond to Section 83 requests more promptly than FOIA requests.

Since a lawsuit must be filed within 90 days of this notice, please submit your request for the charge file promptly to allow sufficient time for EEOC to respond and for your review. Submit a signed written request stating it is a "FOIA Request" or a "Section 83 Request" for Charge Number 846-2019-10056 to the District Director at Rayford O. Irvin, 1919 Smith Street 6th Floor

Houston, TX 77002.

You can also make a FOIA request online at <https://eeoc.arkcase.com/foia/portal/login>.

Enclosure with EEOC Notice of Closure and Rights (01/22)

You may request the charge file up to 90 days after receiving this Notice of Right to Sue. After the 90 days have passed, you may request the charge file only if you have filed a lawsuit in court and provide a copy of the court complaint to EEOC.

For more information on submitting FOIA Requests and Section 83 Requests, go to:
<https://www.eeoc.gov/eeoc/foia/index.cfm>.

NOTICE OF RIGHTS UNDER THE ADA AMENDMENTS ACT OF 2008 (ADAAA)

The ADA was amended, effective January 1, 2009, to broaden the definitions of disability to make it easier for individuals to be covered under the ADA/ADAAA. A disability is still defined as (1) a physical or mental impairment that substantially limits one or more major life activities (actual disability); (2) a record of a substantially limiting impairment; or (3) being regarded as having a disability. *However, these terms are redefined, and it is easier to be covered under the new law.*

If you plan to retain an attorney to assist you with your ADA claim, we recommend that you share this information with your attorney and suggest that he or she consult the amended regulations and appendix, and other ADA related publications, available at:
http://www.eeoc.gov/laws/types/disability_regulations.cfm.

“Actual” disability or a “record of” a disability

If you are pursuing a failure to accommodate claim you must meet the standards for either “actual” or “record of” a disability:

- ✓ **The limitations from the impairment no longer must be severe or significant** for the impairment to be considered substantially limiting.
- ✓ In addition to activities such as performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, thinking, concentrating, reading, bending, and communicating (more examples at 29 C.F.R. § 1630.2(i)), **“major life activities” now include the operation of major bodily functions**, such as: functions of the immune system, special sense organs and skin; normal cell growth; and digestive, genitourinary, bowel, bladder, neurological, brain, respiratory, circulatory, cardiovascular, endocrine, hemic, lymphatic, musculoskeletal, and reproductive functions; or the operation of an individual organ within a body system.
- ✓ **Only one** major life activity need be substantially limited.
- ✓ Except for ordinary eyeglasses or contact lenses, the beneficial effects of **“mitigating measures”** (e.g., hearing aid, prosthesis, medication, therapy, behavioral modifications) **are not considered** in determining if the impairment substantially limits a major life activity.
- ✓ An impairment that is **“episodic”** (e.g., epilepsy, depression, multiple sclerosis) or **“in remission”** (e.g., cancer) is a disability if it **would be substantially limiting when active**.
- ✓ An impairment **may be substantially limiting even though** it lasts or is expected to last **fewer than six months**.

Enclosure with EEOC Notice of Closure and Rights (01/22)

“Regarded as” coverage

An individual can meet the definition of disability if an **employment action was taken because of an actual or perceived impairment** (e.g., refusal to hire, demotion, placement on involuntary leave, termination, exclusion for failure to meet a qualification standard, harassment, or denial of any other term, condition, or privilege of employment).

- ✓ “Regarded as” coverage under the ADAAA no longer requires that an impairment be substantially limiting, or that the employer perceives the impairment to be substantially limiting.
- ✓ The employer has a defense against a “regarded as” claim only when the impairment at issue is objectively **both** transitory (lasting or expected to last six months or less) **and** minor.
- ✓ A person is not able to bring a failure to accommodate claim if the individual is covered only under the “regarded as” definition of “disability”.

Note: Although the amended ADA states that the definition of disability “shall be construed broadly” and “should not demand extensive analysis,” some courts require specificity in the complaint explaining how an impairment substantially limits a major life activity or what facts indicate the challenged employment action was because of the impairment. Beyond the initial pleading stage, some courts will require specific evidence to establish disability. For more information, consult the amended regulations and appendix, as well as explanatory publications, available at http://www.eeoc.gov/laws/types/disability_regulations.cfm.

Charge of
Discrimination
On Back my
Letter to EEOC
Investigator
+Samantha Salazar+

CP Enclosure with EEOC Form 5 (11/09)

PRIVACY ACT STATEMENT: Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (11/09).
2. **AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
3. **PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

NOTICE OF NON-RETALIATION REQUIREMENTS

Please **notify EEOC or the state or local agency where you filed your charge if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.

To: EEOC Investigator (Salazar, Samantha)
From: Mary Alice Cheatum

I, Mary Alice Cheatum, believe the Lasalle Corrections Supervisors Warden Dernah Lacy, Captain Lisa Gober, Lt. Gillespie, and Sgt. Robert Johnson has committed a federal offense by lying to workers Compensation concerning my slip, and fall on 4-14-2019 at 10:18 am.

There was no unsafe act on my part I did not place any water on the floor which I slipped, and fell in. The Warden (Dernah Lacy), and her Crew is covering up for Sgt. Robert Johnson, and the Booking Officer (C. Jones) whose responsibility was to make sure the entire Booking Area flooring was dry, or had a wet floor sign over any, and all spilled water.

There was only two people in Booking when I slipped, and fell, Robert Johnson who witnessed the fall, and the Booking Officer, C. Jones, who informed me although she did not see me fall, she did see Sgt. Robert Johnson mopping up something soon after I informed her I fell. The Warden at LaSalle Corrections in Beaumont Texas continue to retaliate against me for filing ~~retaliation~~ third party Sexual harassment against four males at their unit, By Dernah Lacy, and her Crew Reporting untrue statements to workers Compensation, this is causing me not to see a workers Compensation Doctor, and me not getting paid thru worker Compensation while I am off from work trying to heal. Robert Johnson is one of the males I reported for third Party Sexual Harassment.

Thank You

Mary Alice Cheatum

5-5-2019 (409) 549 0761

Mary Alice Cheatum 1-29-23



**U.S. Equal Employment Opportunity Commission
Houston District Office**

Mickey Leland Building
1919 Smith Street, 7th Floor
Houston, TX 77002
(713) 651-4900
TTY (713) 651-4901
Fax: (713) 651-4902

Respondent: LASALLE CORRECTIONS
EEOC Charge No.: 846-2019-10056
FEPA Charge No.:

May 2, 2019

Mary A. Cheatam
1200 6th Street
Port Arthur, TX 77640

Dear Ms. Cheatam:

This is with reference to your recent written correspondence or intake questionnaire in which you alleged employment discrimination by the above-named respondent. The information provided indicates that the matter complained of is subject to the statute(s) checked off below:

- Title VII of the Civil Rights Act of 1964 (Title VII)
- The Age Discrimination in Employment Act (ADEA)
- The Americans with Disabilities Act (ADA)
- The Equal Pay Act (EPA)
- The Genetic Information Nondiscrimination Act (GINA)

The attached EEOC Form 5, Charge of Discrimination, is a summary of your claims based on the information you provided. Because the document that you submitted to us constitutes a charge of employment discrimination, we have complied with the law and notified the employer that you filed a charge. Before we investigate your charge, however, you must sign and return the enclosed Form.

To enable proper handling of this action by the Commission you should:

- (1) Review the enclosed charge form. *Should you need to make any corrections, please call me immediately at (713) 651-4965.*
- (2) Otherwise, please sign and date the charge in the bottom left hand block. For purposes of meeting the deadline for filing a charge, the date of your original signed document will be retained as the original filling date.
- (3) Return the signed charge to this office, ***Attn.: Intake Unit***

Before we initiate an investigation, we must receive your signed Charge of Discrimination (EEOC Form 5). Please sign and return the charge within thirty (30) days from the date of this letter. Under EEOC procedures, if we do not hear from you within 30 days or receive your signed charge within 30 days, we are authorized to dismiss your charge and issue you a right to sue letter allowing you to pursue the matter in federal court. Please be aware that after we receive your signed Form 5, the EEOC will send a copy of the charge to Texas Workforce Commission Civil Rights Division 101 East 15th St Guadalupe-CRD Austin, TX 78778 as required by our procedures. If that agency processes the charge, it may require the charge to be signed before a notary public or an agency official. The agency will then investigate and resolve the charge under their statute.

Please use the "EEOC Charge No." listed at the top of this letter whenever you call us about this charge. Please also notify this office of any change in address or of any prolonged absence from home. Failure to cooperate in this matter may lead to dismissal of the charge.

Please also read the enclosed brochure, "What You Should Know Before You File A Charge With EEOC," for answers to frequently asked questions about employee rights and the EEOC process. If you have any questions, please call me at the number listed below. If you have to call long distance, please call collect.

Sincerely,

Samantha Salazar

Samantha Salazar
Investigator
(713) 651-4965

Office Hours: Monday – Friday, 8:00 a.m. - 4:30 p.m.
www.eeoc.gov

Enclosure(s)

Copy of EEOC Form 5, Charge of Discrimination

Michelle Villanueva
EEOC Investigator
Asked me to send
her everything I had
to prove my case
against LaSalle
Corrections Beaumont
Texas.

To: Michelle Villanueva / EEOC

From: Mary Alice Cheatam

Charge Number 846-2019-10056

Documents You Requested

Please Read All, Very Important

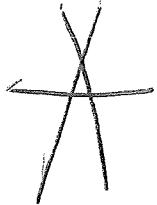
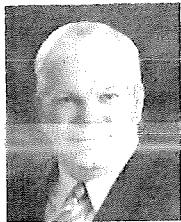
Thank You

Mary Alice Cheatam

1-28-2021



[show less]



* Rodney Cooper *

Executive Director - Texas

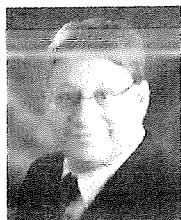
I have never met this man, nor have I ever had a chance to discuss any of my issues with him.

Mr. Cooper joined LaSalle in 2009. He primarily focuses on facility operations and development, but also monitors general operations at all facilities.

Prior to joining LaSalle, Mr. Cooper spent almost 30 years with the Texas Department of Criminal Justice (TDCJ). He began his career with the TDCJ in 1978 as a correctional officer and advanced through the ranks to the position of Deputy Director for the Institution Division prior to his retirement. During the last three years as Deputy Director, he was responsible for oversight of approximately 152,000 offenders located throughout the State's 112 facilities.

Mr. Cooper served as president of the Texas Corrections Association in 2009 and is also a member of the American Corrections Association. He graduated from Sam Houston State University in 1984 with a B.S. in Criminology and Corrections.

[show less]



Kevin Sumrall

Director of Operations

Mr. Sumrall joined LaSalle in 2009. He primarily focuses on development. Prior to joining LaSalle, Mr. Sumrall was the Assistant Warden for Maximum Security at the Tallulah Correctional Center for Youth. He also served as the Chief Internal Affairs Investigator.

Mr. Sumrall began his law enforcement career in 1984 with the East Carroll Sheriff's Office (ECSO) and served nearly fifteen years in a variety of roles. His final position with the ECSO was as Chief Criminal Deputy and Parish Jail Warden. Mr. Sumrall studied criminal justice at Northeast Louisiana University in Monroe, LA and has attended numerous law enforcement continuing education programs at Louisiana State University (LSU).

[show less]

LaSalle Correction
Employee Hand Book
The Beaumont Unit
has violated, The
Harassment, Bullying,
Retaliation, Inmate-up
& many more Policy
Rules when it comes
to me, MAC.



LASALLE CORRECTIONS

LASALLE MANAGEMENT COMPANY EMPLOYEE HANDBOOK

Effective 9/1/17

maryalice Cheatum 1-29-23

Welcome to LaSalle Management Company! We are delighted that you have chosen to join our organization and hope that you will enjoy a long and successful career with us. As you become familiar with our culture and mission, we hope you will take advantage of opportunities to enhance your career and further LaSalle Management Company's goals.

You are joining an organization that has a reputation for outstanding leadership, innovation, and expertise. Our employees use their creativity and talent to invent new solutions, meet new demands, and offer the most effective services/products in the industry. With your active involvement, creativity, and support, LaSalle Management Company will continue to achieve its goals. We sincerely hope you will take pride in being an important part of LaSalle Management Company's success.

Please take time to review and familiarize yourself with the policies contained within this handbook. Should you have any questions, please contact your supervisor or local Human Resources representative. The policies and procedures within this handbook are considered final governance unless covered under a collective bargaining agreement or other federal contract.

We look forward to your working with you!

1. Have you ever received training on;

* A. The agency's zero-tolerance policy on sexual abuse and sexual harassment? *NOT true*

Answer: Yes

B. How do you fulfill your responsibilities regarding sexual abuse and sexual harassment prevention, detection, reporting, and response, in accordance with agency policies and procedures?

C. Inmates right to be free from sexual abuse and sexual harassment?

* D. Inmates' and employees' right to be free from retaliation for reporting sexual abuse and harassment? *NOT true*

E. The dynamics of sexual abuse and sexual harassment in confinement?

F. The common reactions of sexual abuse and sexual harassment?

G. How to detect and respond to signs of threatened and actual sexual abuse.

H. How to avoid inappropriate relationships with inmates?

I. How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender non-conforming inmates (by transgender, "I mean people whose gender and/or gender expression does not match the sex and/or gender they were assigned at birth; by "intersex," I mean : an individual born with external genitalia, internal reproductive organs, chromosome patterns, and/or endocrine system that do not seem to fit typical definitions of male or female; by "gender non-conforming," I mean individuals who express their gender in a manner that breaks societal norms for one's gender (e.g., someone who identifies as a girl/woman but wears clothing typically assigned to boys/men))?

* J. How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities?

2.

a. Have you received training on how to conduct cross-gender pat-down searches and searches of transgender and intersex inmates in a professional and respectful manner, consistent with security needs?

Answer: Yes

b. When did you receive this training? This year

3. If female staff are not available to conduct a pat-down search of female inmates, does the jail or prison restrict those inmates' access to programs or out-of-cell opportunities?

Answer: All programs such as church are held in the dayroom where they can attend regardless staffing.

4. Are you aware of the policy prohibiting staff from searching or physically examining a transgender or intersex inmate for the purpose of determining that inmates' genital status?

Answer: We have not had one; but if we did, we would not conduct a search to determine the genital status of the person.

Answer: We have not had one; but if we did, we would not conduct a search to determine the genital status of the person.

- * 5. Does the agency require all staff to report any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility; retaliation against inmate or staff who reported such an incident; and any staff neglect or violation of responsibilities that may have contributed to an incident or retaliation? *You get treated poorly, or fired if you Report Any type of Bad behavior of any kind at LaSalle Corrections, Beaumont Tx Yes, must report ASAP * Per Warden Debra Lacy & Supervisory Staff **

A. what is agency/facility policy or procedure for reporting any information related to an inmate sexual abuse? Answer: look @card

6. How can staff privately report sexual abuse and harassment of inmates?

One way is that they can use the posted phone numbers throughout the facility to make such reports.

7. How can inmates privately report sexual abuse or sexual harassment, retaliation by other inmates or staff for reporting sexual abuse or sexual harassment, or staff neglect or violation of responsibilities that may have contributed to an incident of sexual abuse or sexual harassment?

Confidential numbers are given to inmates during intake and are also posted throughout the facility on the PREA boards.

8. When an inmate alleges sexual abuse or sexual harassment, can he or she do so verbally, in writing, anonymously, and from third party?

Answer: yes

- A. Do you document verbal reports?

Answer: yes

If yes how long, ordinarily, after an inmate make a verbal report do you document it?

Answer: Immediately

9. Does the agency ever allow the use of inmate interpreters, inmate readers, or other types of inmate assistants to assist inmates with disabilities or inmates who are limited English proficient when making allegations of sexual abuse or sexual harassment?

Answer: Yes

- a. If yes are the circumstances under which the above would be allowed limited at all?

Answer: If we don't understand their language

- b. To the best of your knowledge, have inmate interpreters, inmate readers, or other types of inmate assistants been used in relation to allegations of sexual abuse or sexual harassment?

Answer: Not aware of any allegations.

- * provide a work environment free of sexual and other harassment. Harassment by any LaSalle Management Company employee or management is absolutely prohibited. Further, any retaliation against an individual who has complained about sexual or other harassment or retaliation against individuals for cooperating with an investigation of a harassment complaint is similarly unlawful and will not be tolerated. LaSalle Management Company will take all steps necessary to prevent and eliminate unlawful harassment. *Warden Dernah Lacy did not provide me with a Harassment Free Environment, she tell me this is some Black People Shit*
- * **Definition of Unlawful Harassment.** "Unlawful harassment" is conduct that has the purpose or effect of creating an intimidating, hostile, or offensive work environment; has the purpose or effect of substantially and unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities because of the individual's membership in a protected class.
- * Unlawful harassment includes, but is not limited to, epithets; slurs; jokes; pranks; innuendo; comments; written or graphic material; stereotyping; or other threatening, hostile, or intimidating acts based on race, color, ancestry, national origin, gender, sex, sexual orientation, marital status, religion, age, disability, veteran status, or other characteristic protected by state or federal law.
- * **Definition of Sexual Harassment.** "Sexual harassment" is generally defined under both state and federal law as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where:
 - Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of any individual's employment or as a basis for employment decisions; or
 - Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.
- * Other sexually oriented conduct, whether intended or not, that is unwelcome and has the effect of creating a work environment that is hostile, offensive, intimidating, or humiliating to workers may also constitute sexual harassment. *Every Signal night I worked at Days me when Warden Lacy was an work Bullied intimidations etc, Captain, Governor ALSO Name calling.*
- * While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct that, if unwelcome, may constitute sexual harassment depending on the totality of the circumstances, including the severity of the conduct and its pervasiveness:
 - * • Unwanted sexual advances, whether they involve physical touching or not;
 - * • Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life, comments about an individual's body, comments about an individual's sexual activity, deficiencies, or prowess;

- * • Displaying sexually suggestive objects, pictures, or cartoons; *D. Cole to Mrs John Utter Dog, Remark at Parks (Savage Remarks)*
- * • Unwelcome leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments;
- * • Inquiries into one's sexual experiences; and *Robert Johnson to John Cooper concerning John cooper's wife*
- * • Discussion of one's sexual activities. *Lt Gillespie to Mayfield & Cole moving Back & forward in a sexual way,*

* All employees should take special note that, as stated above, retaliation against an individual who has complained about sexual harassment and retaliation against individuals for cooperating with an investigation of sexual harassment complaint is unlawful and will not be tolerated at LaSalle Management Company.

* **Complaint Procedure.** Any employee who believes he or she has been subject to or witnessed illegal discrimination, including sexual or other forms of unlawful harassment, is requested and encouraged to make a complaint. You may, but are not required to, complain first to the person you feel is discriminating against or harassing you. You may complain directly to your immediate supervisor or department manager, the HR director, or any other member of management with whom you feel comfortable bringing such a complaint. Similarly, if you observe acts of discrimination toward or harassment of another employee, you are requested and encouraged to report this to one of the individuals listed above.

No reprisal, retaliation, or other adverse action will be taken against an employee for making a complaint or report of discrimination or harassment or for assisting in the investigation of any such complaint or report. Any suspected retaliation or intimidation should be reported immediately to one of the persons identified above.

All complaints will be investigated promptly and, to the extent possible, with regard for confidentiality. *This did not work for me! I tried to report the Harassment, Hostile Work Environment etc. My complaint was ignored.* If the investigation confirms conduct contrary to this policy has occurred, LaSalle Management Company will take immediate, appropriate, corrective action, including discipline, up to and including immediate termination.

* **Conflicts of Interest and Confidentiality**

* **Conflicts of Interest**

* LaSalle Management Company expects all employees to conduct themselves and company business in a manner that reflects the highest standards of ethical conduct, and in accordance with all federal, state, and local laws and regulations. This includes avoiding real and potential conflicts of interests.

* Equal Opportunity and Commitment to Diversity

Equal Opportunity

LaSalle Management Company provides equal employment opportunities to all employees and applicants for employment without regard to race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, disability, gender identity, results of genetic testing, or service in the military.

Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.

- * LaSalle Management Company expressly prohibits any form of unlawful employee harassment or discrimination based on any of the characteristics mentioned above. Improper interference with the ability of other employees to perform their expected job duties is absolutely not tolerated. *NOT TRUE*

* Americans with Disabilities Act (ADA) and Reasonable Accommodation

To ensure equal employment opportunities to qualified individuals with a disability, LaSalle Management Company will make reasonable accommodations for the known disability of an otherwise qualified individual, unless undue hardship on the operation of the business would result. *I was not offered a position at my 12 week after my injury at LaSalle Correction Beaumont Tx, I was fired.* Employees who may require a reasonable accommodation should contact the Human Resources Department.

Commitment to Diversity

LaSalle Management Company is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. This commitment is embodied in company policy and the way we do business at LaSalle Management Company and is an important principle of sound business management.

- * Harassment and Complaint Procedure *This is ignored by LaSalle Corrections Beaumont Tx. Marlin D. Lacy & her Supervisors (some of them) & also ~~Body~~ ~~Human HR Director~~ ~~Chairman~~ ~~Field manager~~, Sexual and other unlawful harassment is a violation of Title VII of the Civil Rights Act of 1964 (Title VII), as amended, as well as many state laws. Harassment based on a characteristic protected by law, such as race, color, ancestry, national origin, gender, sex, sexual orientation, gender identity, marital status, religion, age, disability, veteran status, or other characteristic protected by state or federal law, is prohibited. It is LaSalle Management Company's policy to*

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employee's address on file. Employees will be required to pay their portion of their health and dental premiums through the end of the month that they resign or terminate.

Rehire Eligibility & Process

Former employees who left LaSalle Management Company in good standing and were classified as eligible for rehire may be considered for reemployment. An application must be submitted to the Human Resource department, and the applicant must meet all minimum qualifications and requirements of the position, including any qualifying exam, when required.

Supervisors must obtain approval from the Director of Human Resources or designee prior to rehiring a former employee. Rehired employees begin benefits just as any other new employee. Previous tenure will not be considered in calculating longevity, leave accruals or any other benefits.

An applicant who was previously terminated for violating policy or who resigned in lieu of termination from employment due to a policy violation will be ineligible for rehire, unless otherwise investigated and approved by the Director of Human Resources and Executive Director.

Workplace Safety

***Our Commitment to Safety** Not true (left water on floor in the Book In Area Causing me to slip & fall, Also Robert Johnson ignored coming to help me Protecting the safety of our employees and visitors is the most important aspect of running our business. I called him for assistance while Dealing with Male offenders.

All employees have the opportunity and responsibility to contribute to a safe work environment by using commonsense rules and safe practices and by notifying management when any health or safety issues are present. All employees are encouraged to partner with management to ensure maximum safety for all.

In the event of an emergency, notify the appropriate emergency personnel by dialing 911. In some facilities, employees may have to dial 9 for an outside line.

For non-emergency related safety issues, please notify your immediate supervisor and/or local Human Resources Manager.

my Slip & Fall incident which took place on 4-14-19
was a unsafe Act Due to the Fact Sgo. Robert Johnson
and the Book In Office fail to take Action by not
mopping the puddle of water I slipped & fall on / in
in the Book In Area. MAC.

* Workplace Bullying

Warren Captain Lt. Sgt
Lacy Gobert A. Gillespie Robert Johnson

LaSalle Management Company defines bullying as "repeated inappropriate behavior, either direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work and/or in the course of employment." Such behavior violates the company Code of Ethics, which clearly states that all employees will be treated with dignity and respect.

The purpose of this policy is to communicate to all employees, including supervisors, managers and executives, that the company will not tolerate bullying behavior. Employees found in violation of this policy will be disciplined up to and including termination.

Bullying may be intentional or unintentional. However, it must be noted that where an allegation of bullying is made, the intention of the alleged bully is irrelevant and will not be given consideration when meting out discipline. As in sexual harassment, it is the effect of the behavior upon the individual that is important. LaSalle Management Company considers the following types of behavior examples of bullying:

- * • **Verbal bullying:** Slandering, ridiculing or maligning a person or his/her family; persistent name calling that is hurtful, insulting or humiliating; using a person as the butt of jokes; abusive and offensive remarks. *Warren Deonelle Lacy / Captain Lisa Gobert continuously.*
- **Physical bullying:** Pushing, shoving, kicking, poking, tripping, assault or threat of physical assault; damage to a person's work area or property.
- **Exclusion:** Socially or physically excluding or disregarding a person in work-related activities.

Workplace Violence Prevention

LaSalle Management Company is committed to providing a safe, violence-free workplace for our employees. Due to this commitment, we discourage employees from engaging in any physical confrontation with a violent or potentially violent individual or from behaving in a threatening or violent manner. Threats, threatening language, or any other acts of aggression or violence made toward or by any employee will not be tolerated. A threat may include any verbal or physical harassment or abuse, attempts to intimidate others, menacing gestures, stalking, or any other hostile, aggressive, and/or destructive actions taken for the purposes of intimidation. This policy covers any violent or potentially violent behavior that occurs in the workplace or at company-sponsored functions.

the facts of each situation and the nature of the offense. The level of disciplinary intervention may also vary, some factors that will be considered are whether the offense is repeated despite coaching, counseling and/or training; the employee's work record; and the impact the conduct and performance issues have on our organization.

Outlined below are the steps of our progressive discipline policy and procedure. All documented and issued discipline is maintained in the employee's personnel file.

The following outlines LaSalle Management Company's progressive discipline process:

- **Verbal Warning:** A supervisor verbally counsels an employee about an issue of concern, and file written record of the discussion.
- **Written Warning:** Written warnings are administered for behavior or violations that a supervisor considers serious or in situations when a verbal warning has not helped change unacceptable behavior.
- **Final Warning:** Final warnings are administered for behavior or violations that would be considered severe or in situations when previous warnings have not resulted in positive sustained performance. Final warnings are also subject to the combination of a warning and performance improvement plan (PIP).
- **Performance Improvement Plan:** Whenever an employee has been involved in a disciplinary situation that has not been readily resolved or when he/she has demonstrated an inability to perform assigned work responsibilities efficiently, the employee may be given a final warning and placed on a performance improvement plan (PIP). PIP status will last for a predetermined amount of time not to exceed 90 days. Within this time period, the employee must demonstrate a willingness and ability to meet and maintain the conduct and/or work requirements as specified by the supervisor and the organization. At the end of the performance improvement period, the performance improvement plan may be closed or, if established goals are not met, termination may occur.
- **Termination of Employment**

Time Away from Work and Leaves of Absence

Holidays

LaSalle Management Company observes and allows time off with pay for designated holidays each year. Days of observation and scheduling are declared by each department and holiday schedules are issued prior to January 1st each year. The company reserves the right to alter the holiday calendar based upon the needs of the business and will notify employees accordingly.

accessed without further notice by Information Technology department administrators and company management to ensure compliance with this guideline.

The electronic communication systems are not secure and may allow inadvertent disclosure, accidental transmission to third parties, etc. Sensitive information should not be sent via unsecured electronic means.

It is also against company policy to turn off any antivirus or other protection software. Additionally, employees are not authorized to make changes to system configurations installed on company computers. Violations of this policy may result in disciplinary action up to and including termination of employment.

Office telephones are for business purposes. While the company recognizes that some personal calls are necessary, these should be kept as brief as possible and to a minimum. Personal use of the company's cell phones, long-distance account, or toll-free numbers is strictly prohibited. Abuse of these privileges is subject to corrective action up to and including termination.

The company reserves the right to monitor customer calls to ensure employees abide by company quality guidelines and provide appropriate levels of customer service. Employees working in sales and customer service will be subject to telephone monitoring. Should an employee need to make or receive an emergency personal call during work hours, the employee need should gain approval from their direct supervisor. Should the subject matter of the conversation become personal while monitoring is taking place, monitoring of the call will immediately be discontinued.

Each correctional facility will provide a designated telephone for employee use in cases of emergency personal calls. Approval from the Warden is required for all incoming and outgoing use of the telephone during work hours.

Progressive Discipline

LaSalle Management Company supports the use of progressive discipline to address issues related to, but not limited to work performance, behavior, or misconduct. Our progressive discipline policy is designed to provide a corrective action process to improve and prevent a recurrence of undesirable behavior and/or performance issues in following LaSalle Management Company's General Rules of Conduct. Our progressive discipline policy has been designed consistent with our organizational values, HR best practices and employment laws.

LaSalle Management Company reserves the rights to determine the appropriate level of discipline for any inappropriate conduct, including: verbal and written warnings, suspension without pay and/or reduction in pay, demotion, and discharge. Furthermore, LaSalle Management Company reserves the right to combine or skip steps in this process depending on

more LaSalle
Corrections Policies
That the Beaumont
Unit ignored when
it came to me.
Many alive Cheatum
1-29-23

	Policy Number:	11.3
	Policy Name:	Employee Grievance Procedures
	Effective Date:	September 11, 2017

REFERENCE:

LaSalle Management Company Leadership

POLICY:

- * The policy of LaSalle Corrections is that all employees shall be treated fairly and equitably. Employees who feel they have not received fair treatment may present their grievance to appropriate management personnel for prompt consideration. DID NOT Happen
- * Employees or employees' witnesses shall not be subjected to harassment, retaliation, intimidation or coercion for pursuing a complaint or acting as a witness through these procedures.

These guidelines do not constitute an employment contract or a guarantee of continued employment. LaSalle Corrections reserves the right to change the provisions of these guidelines at any time.

These guidelines and procedures are adopted to guide the internal operations of LaSalle Corrections and do not create any legally enforceable interest or limit the Warden's or designee's authority to terminate any employee at will.

PURPOSE:

Employees shall have access to a formal grievance procedure to provide them with a fair and objective process for mediating issues, which cannot, or have not, been addressed informally.

Routine daily discussions between employees and supervisors regarding working conditions and related employment matters are the most constructive and expeditious means of developing and enhancing favorable and effective work relationships. When a matter cannot be resolved to the satisfaction of the employee, they may seek resolution by filing a grievance.

SCOPE:

This policy applies to all LaSalle Management Company Employees

DEFINITIONS:

1. Corporation: LaSalle Corrections, LLC
2. Days: Work days (Monday through Friday, excluding national holidays.)
3. Regional Warden/ Operations Director/Appropriate Director or Designee: Final responding authority for LaSalle Corrections.
4. Employee: Any person employed by LaSalle Corrections on a regular, non-contract basis.
- * 5. Grievance: A complaint from an employee concerning their employment, wages, hours or other work-related conditions.
- * 6. Grievant: Any employee who pursues a grievance under the procedures set out in these procedures.

never
Happened

- * 7. **Grievance Meeting:** A meeting between a grievant and a LaSalle Corrections official to discuss the grievant's complaint. Such meetings will be conducted within the time frames established by these procedures and at a date and time that would afford all parties a reasonable opportunity to be present.
- 8. **Submission Date:** Date grievance is submitted to the office of the appropriate official or postmarked by the United States Post Office to the address of the appropriate official/employee.
- 9. **Support Documentation:** All written material submitted to and used by the Responding Authorities in arriving at their findings.
- 10. **Witness:** A person who has evidence pertinent to the grievance and who is willing to submit a written statement during the grievance procedure.

* PROCEDURES:

* A. Discussion:

- 1. Employees may file a grievance on any matter of concern or dissatisfaction related to their employment, wages, hours, or other work-related conditions.
- 2. The filing of a grievance by an employee will not be construed as reflecting unfavorably on an employee's good standing, performance, or loyalty and desirability to LaSalle Corrections. Similarly, the occurrence of occasional grievance will not be construed as reflecting unfavorably on the quality of supervision or on the general management of LaSalle Corrections.
- 3. These procedures apply to all regular, non-contract employees of LaSalle Corrections
- 4. The application of these procedures shall assure a fair opportunity for presenting and resolving the complaints and grievances of employees. If an employee grievance cannot be resolved, the employee may consider other courses of action in the matter.

B. Grievable/ Non Grievable Issues

- 1. **Grievable Issues** – Employee complaints or disputes that may be grieved are as follows:
 - a) Application of policies, procedures, rules, regulations, ordinances, contract provisions and/or statutes;
 - * b) Disciplinary actions which are documented in an employee's personnel file;
 - c) Acts of reprisal that result from the use of the grievance procedures; and
 - * d) Complaints of discrimination on the basis of race, color, creed, age, handicap, national origin and/or gender. A discrimination grievance must be based on factual information NOT perceptions or hearsay. Employees who feel they have been discriminated against must provide specific information such as person, date, time, documentation and possible witnesses to the discrimination to assist management in resolving the grievance.
- 2. **Non-Grievable Issues** – Management reserves the right to manage the affairs and operations of the company. Accordingly, the following complaints or disputes are not Grievable under the grievance policy unless it can be demonstrated that the action was based on discrimination:
 - a) Content of policies, procedures, rules, regulations, ordinances and/or status;
 - b) Requirements of grievance against or decisions made by the contracting agency or controlling jurisdiction;
 - c) Termination, lay-off, demotion or suspension from duties due to lack of work, reduction in the workforce, job abolition and/or contract cancellation;
 - d) Hiring, transfer, assignment, shift changes and retention of employees within the company provided such activities do not constitute disciplinary actions;

- e) Methods, means and personnel by which work activities are to be carried out;
- f) Performance ratings;
- g) Employee benefits, rates of pay and/or position classification;
- h) Non selection for promotion when the sole basis for the complaint is that the grievant was better qualified than the individual selected;
- i) Complaints filed by a group rather than an individual;
- j) Requirements for employees to perform other than normal duties during emergencies; and
- k) Suspension from duties of company employees in emergencies or investigations.

C. General Provisions

Grievances submitted that are not in compliance with the procedures set out in these procedures will not be accepted.

- 1. All grievances must be submitted on the Employee Grievance Form.
- 2. Employees must submit the original completed and signed Employee Grievance Form within 10 days of the occurrence giving rise to the grievance or within 10 days of first learning of the occurrence, if it was not reasonable for the employee to have had knowledge of the occurrence sooner. Grievances over continuing conditions may be submitted at any time.
- 3. If an employee anticipates relying on the testimony of witnesses to support their grievance, the names of the witnesses should be listed and a brief summary of each witness's testimony should be attached to the Employee Grievance Form at the time the grievance is initially filed.
- 4. Elements of a Grievance: A grievance must contain the following:
 - a) The specific complaint regarding the employment related matters in the workplace;
 - b) How the actions complained about adversely affected the grievant's employment or working conditions; and
 - c) The specific relief that is requested.
- 5. Time Limits:
 - a) Except for the initial grievance submission, all time limits set forth in these procedures may be extended by mutual consent.
 - b) All requests for time limit extensions must be submitted in writing.
 - c) Management's failure to comply with established time limits for grievance responses (or extension dates) may be grounds for granting of the grievant's relief by authorities at a higher level.

- d) The grievance will be considered closed if the initial decision is not appealed within the given time limit or mutually agreed extension thereof.

6. Witnesses:

- a) LaSalle Corrections employees are encouraged to serve as witnesses and provide statements for the grievant and management when requested to do so by the appropriate authority. Service as a witness will be considered official business, for which the employee will be released by the supervisor on paid time during working hours. Employees who are witnesses in a grievance hearing shall provide their supervisor sufficient advance notice to provide adequate staffing.
- b) No act of reprisal shall be taken against any employee who testifies in a grievance meeting.

7. The grievance procedure is not the proper forum to ask that another employee be disciplined. Including a request for such discipline in a grievance is grounds for the grievance to be rejected.

D. Compensation/Reimbursement:

- 1. Appearance as a grievant or witness at a grievance meeting will be considered official business for employees and such appearance will be on paid time.
- 2. A grievant that has separated employment from LaSalle Corrections prior to the time of the grievance proceeding will not be paid for their time or expenses in connection with the proceedings unless they are reinstated as a LaSalle Corrections employee as a result of the grievance.
- 3. LaSalle Corrections will not pay for the time or travel of witnesses who are not LaSalle Corrections employees at the time of the grievance proceedings.
- 4. Recording of Grievance Meetings: The steps of the grievance procedures are intended to be a problem-solving process for addressing grievances. The use of recorders (or reporters) at a grievance meeting at any step creates a formal and adverse atmosphere that is in direct conflict with the purpose of the problem-solving approach. Therefore, audio taping, videotaping, or written recording of a grievance meeting is not permitted. As a reasonable accommodation for their physical disability, a hearing-impaired employee involved in the grievance process may use a qualified interpreter or a recording device.

* E. Grievance Steps: *Never was there a response to any of my grievances*

There are two steps in the grievance process; however, both steps may not be available in all cases. The Employee Grievance Form is to be used by the employee and management respondents in all grievance procedures.

If at any step the employee requests the return of a grievance, either verbally or in writing, before a response at that step is rendered, the grievance procedure will be considered closed with no action taken.

An employee may not circumvent these procedures by forwarding a complaint to the next step until it has been addressed at the previous step.

An employee on new hire probation may not grieve a dismissal.

Never
happened →

*1. Step One: Warden/Regional Warden/Appropriate Director or Designee

- * a) Employees shall submit their grievance to the appropriate LaSalle Corrections official identified above, unless the grievance relates to LaSalle Corrections policy. In such a case, the employees may file the grievance directly with the corporate office.
- b) Upon receipt of a grievance, the LaSalle Corrections official shall notify the facility or corporate office where the employee is assigned that a grievance has been received. The Human Resource Office or designee will assign a tracking number to the grievance and advise the recipient of this number to be affixed to the Employee Grievance Form. The grievance number will be formatted with the Facility Code-Year-Month-the number of employee grievances received in the same month. (Ex- BOW-2017-06-01). If the issues raised are outside the Warden's authority and responsibility, or if the grievance is against the Warden or his/her decision in a formal disciplinary hearing, the grievance shall be forwarded to the Regional Warden or designee for response.
- c) After reviewing the grievance, the responding authority may conclude that a grievance meeting would expedite the resolution of the grievance. The responding authority may schedule a grievance meeting with the grievant. If the responding authority schedules a grievance meeting, the responding authority shall notify the grievant of the date, time, location and manner (telephonically or in person) in which the grievance meeting shall be conducted and who may attend. The grievance meeting shall be scheduled within a reasonable time and written response submitted within ten (10) days of the conclusion of the grievance meeting. Nothing in this procedure shall be construed as to require a grievance meeting at Step One. If a meeting is scheduled and the grievant fails to appear, the grievance will be closed with no action taken. If no grievance meeting is held, the responding authority shall respond to the grievant in writing within ten (10) days of receiving the grievance.
- d) If the grievance cannot be responded to within the required time limits, a Time Limit Extension Agreement shall be mailed to the grievant, via certified mail, at the address listed on the Employee Grievance Form. The employee shall return the Time Limit Agreement to the responding authority.
- e) The original Employee Grievance Form with a Step One response shall be mailed, via certified mail, to the grievant at the address listed on the Employee Grievance Form. The Step One response shall list the name and address of the LaSalle Corrections official to whom the grievance should be submitted if the grievant is not satisfied with the response. A complete copy of all documentation shall be kept in a separate Employee Grievance file by the Human resource office where the Employee File is kept.
- f) The grievant may reject the Step One Response by submitting the Step Two Grievance form to the designated LaSalle Corrections official indicated in the Step One Response. All documentation originally reviewed at Step One, along with the Step Two Grievance form, must be submitted within ten (10) days after receiving the Step One response. If the grievant does not reject the Step One response or fails to submit within the established time limit, the grievance response will be

considered to have been accepted by the grievant and the grievance shall be closed with no additional action taken.

*2. Step Two: Regional Warden/Appropriate Director or Designee *Never got past Step one*

- a) Upon receipt of a Step Two Grievance appeal, and after reviewing the grievance, the responding authority may conclude that a grievance meeting would expedite the resolution of the grievance. The responding authority may schedule a grievance meeting with the grievant. If the responding authority schedules a grievance meeting, the responding authority shall notify the grievant of the date, time, location and manner (telephonically or in person) in which the grievance meeting will be conducted and who may attend. The grievance meeting shall be scheduled within a reasonable time and written response submitted within ten (10) days of the conclusion of the grievance meeting. Nothing in this procedure shall be construed as to require a grievance meeting at Step Two. If a meeting is scheduled and the grievant fails to appear, the grievance will be closed with no action taken. If no grievance meeting is held, the responding authority shall respond to the grievant in writing within ten (10) days of receiving the grievance.
- b) If the grievance cannot be responded to within the required time limits, a Time Limit Extension Agreement shall be mailed to the grievant, via certified mail, at the address listed on the Employee Grievance Form. The employee shall return the time Limit Extension Agreement to the responding authority.
- c) The responding authority shall respond within ten (10) days after the grievance meeting. The original Employee Grievance Form with the Step Two response shall be mailed, via certified mail, to the grievant at the address listed on the Employee Grievance Form. The decision of the responding authority at Step Two is final, and the grievance procedure is complete.
- d) When an employee is separated from employment, either voluntarily or involuntarily, any grievance filed by the employee that is in progress at the time of separation will continue to be processed, if the requested relief can be granted. If the requested relief cannot be granted, the grievance will be closed with no action taken.

F. Limitations of Management Decisions at Step One by Facility Management:

Management's responsibility in a grievance hearing is to uphold policies, procedures, rules and/o regulations of the corporation and the facility at which the grievant is employed. The decision of management will not exceed the following limitations:

- a) Management at levels below that of the regional Warden or corporate office will not formulate or change corporate policies, procedures, rules or regulations;
- b) Matters designated as non-grievable will not be considered;
- c) Management decisions will be consistent with corporate policies and procedures, and with requirements of the contracting agency or controlling jurisdiction;
- d) Management decisions may uphold, reverse or modify that action grieved. In cases where management determines that reinstatement with back pay and restoration of benefits is warranted, that decision should first be discussed with the Regional Warden prior to granting, the decision will not include award of damages or attorney's fees or any other cost or awards;
- e) Management's responsibility is to inform employees of the existence of the Grievance Procedure, the right to use it and the availability of the regional or corporate office to answer questions about the grievance policy and procedures.

G. Retention of Grievances:

A copy of the completed Step One or Step Two grievance along with all documentation shall be kept in an employee grievance file at the same location of the employee personal file. This file will be maintained within the same time limits as the employee personal file in accordance to records retention policy.

REVIEW:

The Director of Operations will review this policy on an annual basis.

ATTACHMENTS:

Step One Grievance Form
Step Two Grievance Form

POLICY APPROVAL:

Name:	Title:	Date:	Signature:
Jay Eason	Director of Operations	11 September 2017	On File

LaSalle Corrections
Policy on Sexual
Harassment, which
Beaumont Unit
ignored when it
came to me.
Mary Alice Cleary
1-29-23

EEOC Charge Number 846-2019-10056

LaSalle Corrections

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Please Read the Policy on Sexual Harassment for Offenders

* The Prison Rape Elimination Act (PREA), or Officers (It's NOT True)

* LaSalle Corrections has established a zero tolerance policy towards all forms of Sexual Abuse and Sexual Harassment in all its facilities. When a LaSalle operational subsidiary, business or program falls within the scope of the Prison Rape Elimination (PREA) and the DOJ National Standards To Prevent, Detect, and Respond To Prison Rape (Final Rule, dated, June 2012) or Subpart A of the Department of Homeland Security Standards To Prevent, Detect and Respond to Sexual Abuse and Assault in Confinement Facilities (79 Fed. Reg. 13100 dated March 7, 2014), LaSalle will comply with these regulations as required.

It is the responsibility of every LaSalle employee to immediately report any information passed through them by an inmate, staff, third party, or anonymously regarding sexual abuse and assault whether the allegation is against staff, another inmate, a volunteer, contractor, etc. This will include any verbal or written reports of retaliation by other inmates or staff for reporting sexual abuse and sexual harassment, as well as staff neglect or violation of responsibilities that may have contributed to such incidents. LaSalle staff will promptly document any verbal reports of sexual harassment, touching, or other sexual act, even if the allegation may have occurred at another facility. Aside from reporting this information to a designated supervisor or official, LaSalle staff does not share information related to a sexual abuse report other than to the extent necessary, as specified in agency policy, for treatment, investigation or security and management positions.

* Reporting Allegations of Sexual Harassment *Report... Sexual Harassment did NOT help me at LaSalle Corrections Because the Warden did NOT help me when I reported it to him*
To make an allegation of inmate-on-inmate or staff-on-inmate sexual abuse or sexual harassment, please contact the LaSalle Corrections Prison Rape Elimination Act (PREA) coordinator or assistant PREA coordinator via email. LaSalle will ensure an administrative investigation for all allegations of sexual harassment will be addressed immediately upon notification. Sexual assault or abuse of inmates/detainees by other inmates/detainees or by employees, contractors, or volunteers is prohibited and subject to criminal sanctions.

Reporting Allegations of Sexual Abuse

Anyone can report an allegation or suspected incident of sexual abuse or sexual harassment; including inmates, staff, or third parties. This can include allegations that may have occurred at another correctional facility. At all LaSalle facilities, there are multiple options to file a report; including, but not limited to:

* Contact the National Sexual Assault Hotline at 1-800-656-4673.

Send a letter to the Warden of the facility, report to any staff member either verbally or in writing or they may call the PREA hotline numbers or LaSalle PREA contacts:

Mr. Chris Bell or Mr. Brian Rodeen

Questions or inquiries can be forwarded to the Warden or the below contact. LaSalle PREA Coordinator contact:
Mr. Chris Bell or Mr. Brian Rodeen

EEOC Charge number 846-2023-00003

- * I tried All of these moves to Help my situation, But it did not help Sexual Harassment in the Work Place
- * Pull the Person who is Doing the sexual harassment aside in private) - and informed them you wish for them to stop the behavior (I did that) I told this to Sgt Robert Johnson & reported this to Lt. Debrah Lacy.
- * This may help the situation ??
 (It did not in my case it got worse, this became an even more hostile working environment, the Sheriff Department was even called on me 3-17-19) By Robert Johnson
- * Report Sexual Harassment to H.R.
 (I did) I was also promised I would not be retaliated against (Jody Tillman who is Supervisor over H.R at Head Quarters in Louisiana LaSalle Corrections, she did not tell me the truth, She told me don't worry about what's going on just worry about doing my job, which I have always did my job to the best of my ability.)
- * Get along with your co-workers
 (I did) I just couldn't deal with the sexual behavior
- * Let the professionals Do the investigation,
 (No one cared to do any investigation in my case, Jody Tillman (Director of H.R. Louisiana Head Quarters turned against me. I don't know what Debrah Lacy told her about me, but it worked. m.e. may also clean)

* LaSalle Corrections & The Harassment *

- * Anxiatey / Hostile Working Environment
- * Having to go to work & knowing you have to listen to Dirty talk
- * Be told if you don't like what's happening leave quite
- * Not coming to a scene when I need help 3-17-19
- * have the Sheriff Dept. called on me for no reason Robert Johnson 3-17-21 after inmates cursed him out (Patterson, Gary)
- * LaSalle Corrections wouldn't allow all of this and even participating in humiliating me verbally (no one likes you, no one wants to work with you, you have single handily torn my name apart)
- * All lies * She was going to get my pocket tablet suspended by the comes, even when I offered her to red everything in my tablet and ask her was it illegal for me to have it at work, which I was always told by TDCI its a good thing to have a record of your activities while at work. Also other people had tablets large & small yet they accosting to them all was ever harassed for having the tablets, MDR had large tablets, Human & Lockers both had small tablets I personally asked each one of them was they ever told anything about having a tablet & they said NO

= Mary Alice Clemon

Some of the people, and
organizations I have
Reported the Sexual
Harassment, Retaliation,
Hostile work
environment To while
I was employed at
LaSalle Corrections.
Beaumont Texas

Mary Alice Cheatum
Charge Number 846-2019-10056

To: EEOC

From: Mary Alice Cheatum

I have reported All of these Actions against me to
Jody Tillman Director of Human Resources,
192 Bastille Lane
Ruston Louisiana

71270 1-318-232 1500

Detrak Lacey, Warden at LaSalle Corrections Beaumont Tx.
Secure line 1-888 394 4245

Hotline Service

P.O. BOX 20071

Hot Springs AR 71903

t.p @ securelinkllc.com

Christy Stephens CPA, CFE

President

American Alliance Auditing LLC

Marc Courrier, Owner / Auditor

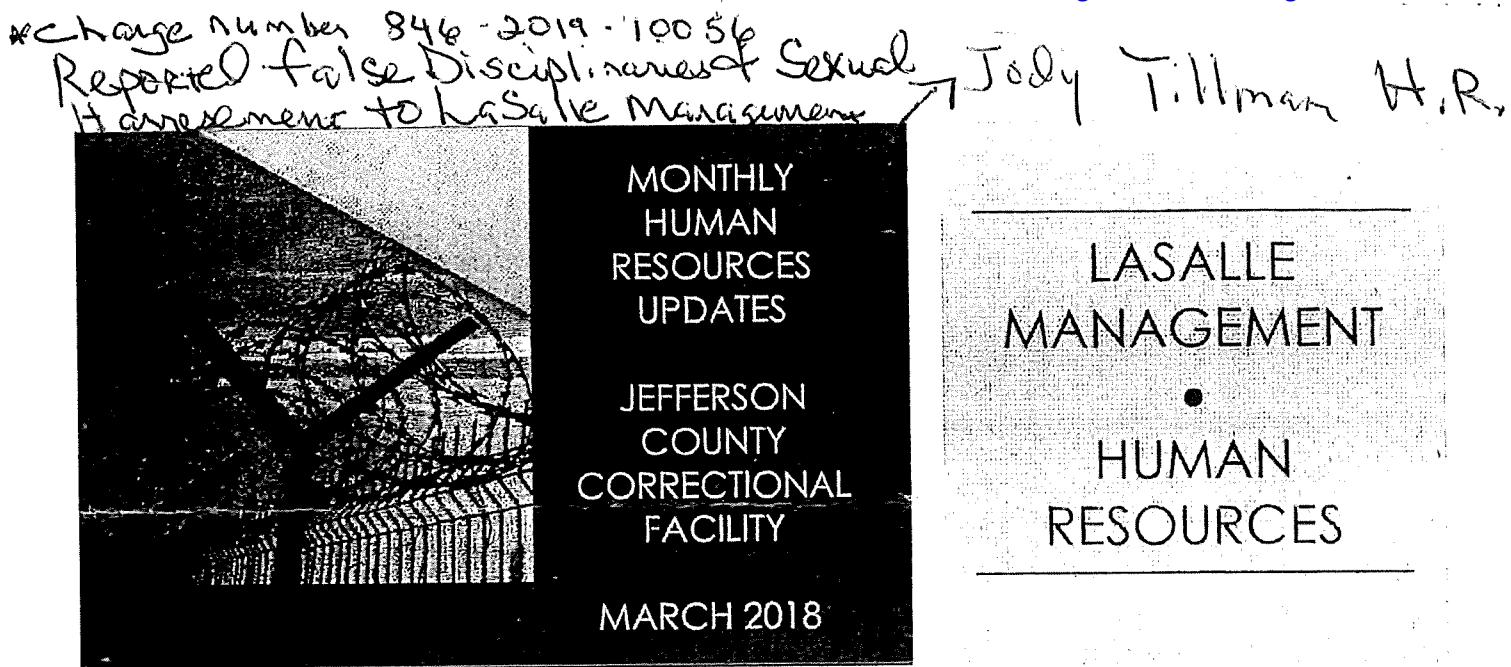
5630 Paradise Drive, Midlothian Texas

76065

1-910-750 9005

Warden Wilson / one of LaSalle's Corrections Wardens from another unit who came to LaSalle Corrections in Beaumont Texas on 3-11-2019 to talk to me, Terry Gibson, and three of the four men I reported the 312 party sexual harassment against. J. Cooper, D. Cole, and Sgt. Robert Johnson. I believe Warden Wilson talked to Officer Chey Jones on this night. Nothing changed for the better after this interview. All 4 men continued to talk dirty & nasty, me.

Mary Alice Cheatum 1-29-23



Included in this Newsletter

- **Did You Know?** Our medical insurance partner, UMR, provides various online services for participants and their families, including Teledoc, Health Education Library, Find a Provider, and the monthly Healthy You Magazine. Log on to www.umr.com to learn more.
- **The Contractor's Plan** provides access to your 401A account. Check in quarterly to review any potential deposits you may have received. To review your account, please login at www.contractorsplan.com. For account registration questions, you may contact them at 800-933-3863. For all other Health and Welfare questions, please contact the Onsi Group directly at 210-547-3672, ext 2 or

3. got wrote up for an contract
Held nothing to do with it
then C-cul for writing up for same picture

Did you Know? Water Bag / Stick

- The human brain is full of surprises. It can store 5 times as much information as Wikipedia. It also uses the same amount of power as a 10-watt light bulb. So, there's your bright idea!
- The heat our body releases in 30 minutes can boil 1.5 liters of water. Humans can survive for a longer period without food or drink. However, man can survive only eleven days without sleeping. So, rest up!



Gibson Stated to Johnson their lives is
in your hands 11-29-18 (turn our meeting
Lacy tells Gibi 12-3-18 she can fire us when
she fill it up & she has the Green light.

LASALLE MANAGEMENT • HUMAN RESOURCES

Corporate Human Resources Contact Information

Randi Clifton, Director of HR
rclifton@lasallecorrections.com

Frances Tiley, Benefits Specialist
ftilley@lasallecorrections.com

Heather Grigsby, HR Coordinator
heather.grigsby@lasallecorrections.com

Phone	318-232-1500
Address	192 Bastille Lane, Suite 200 Ruston, LA 71270

LaSalle is committed to providing a safe and productive environment for all employees, vendors and visitors. Report any unethical activities including fraud, law and safety violations, employee substance abuse, harassment, and discrimination anonymously to SecureLine at 888-324-4245 (24 hours a day, 7 days a week).

Need help logging into ESS? Please contact your local Human Resources team for enrollment guides or additional assistance.

The mission of the LaSalle Management Company Human Resources team is to provide the very best service to both our business and our employees.

Many thanks
1-27-2018

La Salle Corrections
Received my complaints
and Grievances they
chose to Ignore them
Some one Did Sign for
The Grievance through
the mail,

Charge number 846-2019-10056

This is proof
I certified

All my Grievance
complaint to her

Quarters Jody Tullum
Director of HR at

Never got a
LaSalle Corrections
response. MC

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

ATTN: Jody Tullum
H.R. (Grievance)
192 Bastille LN.
Suite 200
Ruston LA 71270



9590 9402 4002 8079 0173 98

2. Article Number

7018 0680 0001 5151

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X *Misty Taylor* Agent
 Addressee

B. Received by (Printed Name)

Misty Taylor C. Date of Delivery
3/20/19 *

D. Is delivery address different from item 1? Yes
If YES, enter delivery address below: No

Some one from
Head Quarters
Had to sign for
each letter *

↑ mc
↓

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Jody Tullum
H.R. Depo
192 Bastille Lane
Suite 200
Ruston LA 71270



9590 9402 3996 8079 2553 11

2. Article Number

7018 0680 0001 5151 0326

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X *Misty Taylor* Agent
 Addressee

B. Received by (Printed Name)

Misty Taylor C. Date of Delivery
3/20/19 *

D. Is delivery address different from item 1? Yes
If YES, enter delivery address below: No

Auditor I
Complain to
1-910-750-9005 →
American Alliance
Auditing LLC

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

Marc Coulter
5630 Paradise Drive
Midlothian Texas
76065



9590 9402 3996 8079 2553 04

2. Article Number

7018 0680 0001 5151 0333

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X Agent
 Addressee

B. Received by (Printed Name)

Marc Coulter C. Date of Delivery
3/20/19 *

D. Is delivery address different from item 1? Yes
If YES, enter delivery address below: No

- Priority Mail Express®
- Registered Mail™
- Registered Mail Restricted Delivery
- Return Receipt for Merchandise
- Signature Confirmation™
- Signature Confirmation Restricted Delivery

MARY Alice Chearam / Charge # 846-2019-10056

P.1.

TO: whom it may concern! Jody Tiffman
 From: Mary Alice Chearam, Lasalle Employee
 I am writing you today because I
 am now ready to report the constant
 3rd Party Sexual Harassment, and I
 hope I am not retaliated against or
 fired from my job for doing so. I called
 Lasalle H.R. about one and a half to two
 months ago I spoke to another female worker
 who works in the department concerning
 Pay Roll, took care of my Pay Roll issues
 and I began telling her small parts of
 my problems at work but I told her
 I feared retaliating would come, and I
 still do, I am still not comfortable
 speaking with this Administration, especially
 since (the Madam Lucy) informed me a few
 weeks back that she can be sneaky when she
 want to be. But there is four male Co-
 workers of mind's Lt. Gillespie, Sgt.R. Johnson,
 Officer J. Cooper, and Officer D. Cole who is
 always talking under females clothes and even
 there own clothes referencing to sexual acts.
 Lt. C. Gillespie even comes to work Drunk, and
 talks about his own lack of, there is so much
 more to tell please send someone, or call me
 to investigate this matter, I really need my
 job, and very much fear retaliation. Here to
 a few people (male) may tell you all the truth
 Officer F. G. Gibson, Officer R. Williams, Officer
 C. Jones (female) Officer A. Williams (female) She
 knows about the night Lt. C. Gillespie come to work
 Drunk turn all the lights on, and make statements

Mary Alice Chearam 1-27-21

Mary Alice Cheatum

Charge # 846-2019-10056

P.2

if I aint getty no Pussy nobody aint sleeping (alleged Statement) There is so much more to inform you all about, I pray I can truss you all, and put a stop to this madness, I asked my immediate Supervisor, Sgt. R. Johnson, to give me a EEOC form, or tell me how to go about getting an EEOC form, and Sgt. R. Johnson practically ignored me, he told me to get in touch with Captain Gobert to find out how to go about getting a form and with that Sgt. R. Johnson did not help me with this matter like Sgt. R. Johnson always have J.D.-card (my card) employees signing documents concerning Officer Prea. I was going to report this sexual harrasement without telling you all who I was, but I decided to reveal my identity. To my understanding when I first started working for La Salle Correction Officer T. Cooper, and Officer D. Cole was accused of making sexual remarks to offenders concerning a Nurse she reported to Marlene Lacy then later quite, and T. Cooper and D. Cole was told by Marlene Lacy not to behave like that again, and was allowed to keep there job.

Thank You
Mary Alice Cheatum

(409) 549-0761 1200 6th Street
P.S. Some of these Port Arthur Texas
people may need Drug 77640
Testing (Mr. Gillespie) *February 2019*

Mary Alice Cheatum 1-27-21

Mary Alice Cleoram

Charge # 846-2019-10056

P. 3

Sgt. R. Johnson has told female offender J. Morris she use to live in 3A-67 cell, now she lives in 3A-66 cell, he told her she needs to take a Douche, because she f smell like Tuna, I once caught Sgt. R. Johnson talking to J. Morris thru the satellite hall way when he came off 3B it was he stated that lying bitch said her life was Braké, R. Johnson was on the intercom speaker in 37 control Picket laughing and joking with Offender J. Morris and he was trying to get other male officers to do the same. D. Cole and T. Gibson, Officer T. Gibson would not have any part of that behavior, and he walked off the control Picket, sometime the intercom works, and sometime it does not, that night it was working good, There is many more incidents after Sgt. R. Johnson has been a part of, Inc.

Mary Alice Cleoram 1-27-21

Mary Alice Cheatum
Charge Number 846-2019-10056

P. 1

TO: Jody Tillman (Human Resources)
From: Mary A. Cheatum (Lasalle Employee)
Hello Mrs. Jody T. Tillman I wrote
you last week to let you know who
all may be able to speak on the in-
appropriate behaviors of Lt. Gillespie,
and Sgt. R. Johnson (Lasalle, Beaumont
Texas) Supervisors,

- * Ann Williams (I-C-CARD) can inform
you about the time Lt. Gillespie came to work
under the influence of Something stating If
I can't get no Pussy anit nobody gone
sleep, and turn all the lights on while off to sleep
- * Ronald Williams (I-D-CARD) is the person
who told me (Cheatum) about the time Lt.
Gillespie was call to work on a Saturday
Night, and he was upset about having to come
back to work because an Offender cut his
own private part. Lt. Gillespie put on a pair
of Gloves, and began beating the Offender in the
elevator. MR. R. Williams tried to stop Lt.
Gillespie, but Mr. R. Williams told me Lt. Gillespie
push him aside like a Rag Doll, R. Williams
said he just got out of the way. Then Lt.
Gillespie told Officer J. Cross to open the
Door that lead to the Turn Out Room where
the Gas is Kept, But J. Cross refuse to do so.

Mary Alice Cheatum 27-21 → Back →

R. Williams and another Officer then loaded the offender on the LaSalle Van and took the offender to the Hospital for cutting his private part. MR. R. Williams was scared to report this incident.

many a nice Clean
1-29-23

Mary Alice Cheatum
Charge Number 846-2019-10056

p.2

- * Every one on I.D.-card is talking about Lt. G. Hespie Doing his Second Job (Insurance) on LaSalle's computer Lt. G. Hespie is even trying to sell the insurance to hasalle employees while at work.
- * C. Jones (I.D.-card) can tell you that she directly informed Sgt. R. Johnson that she was offended by the derogatory Remarks Officer D. Cole made to her (common Mrs. Jones Show me how you eat those Corn Dogs) * and that Sgt. R. Johnson never reported this incident to his supervisor, this is because Sgt. R. Johnson was on the 3rd floor where I cheatum worked that night making sexual comments about the same breakfast corn dogs, Sgt. R. Johnson did not want to get his self in trouble right away with Officer D. Cole,
- * MR. Terry Gibson (I.D.-card) can, and will tell you that he is just fed up with Lt. Gilkesie, Sgt. R. Johnson, Officer J. Cooper, and Officer D. Cole making sexual remarks all the time, and also talking under their own clothes calling each other faggots, saying I bet cooper not wearing no pants (Sgt. R. Johnson always says this or don't bend over in front of me, or Cole, what's that rubie stuff on your mouth, or when they have sauge for Breakfast, Sgt. R. Johnson says

Mary Alice Cheatum 1-37-21

MARY Alice Cheatum
charge number 846-2019-10056

P.3

Come get some of this meat. MR Terry Gibson, may or may not be able to tell you about other incidents.

* and of course if I Mary Cheatum (J.D. card) can be of any more help please let me know. I have asked both Lt. Gillespie 2-11-2019, and Sgt. R. Johnson 2-7-2019 for Gravence Farms, and I asked R. Johnson for EEDC farm 2-7-2019, neither one of the supervisors attempted to help me. One Lt. Gillespie told me to ask Marian Lucy. Now all of a sudden I was presented with a Disciplinary Statute I was unprofessional on the radio 2-7-2019, first R. Johnson stated on 2-7-2019, I was arguing with Officer T. Coopers on 2-7-19, But when R. Johnson tried to get witness statements, MR. Gibson, MR. Parkes, Mrs. Jones, and the man who R. Johnson said I was arguing with all said they didn't hear anything like that on the radio. Lt. Gillespie still served me the Disciplinary on 2-11-19, and told me to be to Lasalles at 4:00pm 2-12-19 to talk to the Warden. I asked Lt. Gillespie was I getting paid for coming in early, and Lt. Gillespie stated getting paid is the least of your worries, and also Lt. Gillespie will not give me a copy of my statement I wrote on 2-11-2019. →
Mary Alice Cheatum 1-27-21

MARY Alice Cheatum
Charge Number 846-2019-10056

P.4

nor would Lt. G. Gillespie give me another paper to continue writing my response to the disciplinary written on me, so it continued my statement on the back of the disciplinary form.

Thank You

Mary a. Cheatum

2.01-2019

(40a) 5490761

P.S.

- * I forgot to mention one day while 2D-Care was coming in for work I cheatum was in Booking gathering my items after being put down, MR. D.Cole also was gathering his items, MR. D.Cole girlfriend had just had their second child, and Lt. Gillespie came to Booking, and stated to D.Cole come on come from me how you make them babies, moving his body back and forward, u.m. Between 500pm & 530pm
- * T.Gibson mentioned to me (Cheatum) while he was taking his mandatory test on Sgt. Deville's Computer in her office a site call Dirty House wife wholes popped up, on the computer

Mary Alice Cheatum 1-27-21

May Alice Cheam / 11-26-2019 / To Williams C. P. P. & Company Workers Compensation Lawyer
Charge # 846-2019-10056

securelink llc

Dear LaSalle Management Company, LLC Employee,

Our company, SecureLink, provides an anonymous hot-line service called SecureLine to companies, such as LaSalle Management, to provide a protected line of communication for all employees in an organization. We believe that employees hold the keys to making a good company become a great company. In today's business environment, fraudulent and irresponsible activities arise that threaten a company's progress - this is where SecureLink steps in.

The hot-line is not a replacement for direct communication with your supervisors and management. However, LaSalle Management realizes that in some circumstances you may not feel comfortable in discussing concerns openly and would like to inform management in a more private, anonymous manner. The hot-line is for communicating any concerns that you may have. Examples can include concerns over a co-worker's substance abuse which affects safety, OSHA/DOT violations, theft, harassment, any type of discrimination, etc. As you can see, the possibilities are endless.

The hot-line is open 365 days a year, 7 days a week, 24 hours a day. Our call center is located in Odessa, Texas and the operators there will be the only party to the actual conversation. Therefore, there is no chance of voice recognition by LaSalle Management. When you place a call, the operator will ask for the name of the company you are calling about and the location, they will not ask for your name. You may then leave any information that you wish. The operator will repeat the information to you to make sure that she/he has correctly understood. The operator will then ask you to note the date and the time of the call. If you come across new information regarding your previous call, we ask that you give the date and time of the previous call so that we can link them together. SecureLink then relays that information to the designated contact at LaSalle Management. SecureLink and LaSalle Management have no obligation to report any information received to the police, IRS, DOT, OSHA, etc. On the attached card provided, you will find the hot-line number. You will also note that you may send information to our post office box or via e-mail.

LaSalle Management values the input of their employees and realizes that the information their employees can provide is critical to the success of the company. With this in mind, we hope that you will use the hot-line not only to express your concerns but also any ideas that you have that will bring value to your company.

With care,

Christy Stephens, CPA, CFE

Christy Stephens, CPA, CFE
President



secureline®

1-888-324-4245

P.O. Box 20071
Hot Springs, AR 71903
tip@securelinkllc.com

May Alice Cheam 1-29-23

Mary Alice Cheatum
Charge# 846-2019-10056

American Alliance Auditing, L.L.C.

Marc Coudriet, Owner/Auditor

5630 Paradise Drive, Midlothian, TX 76065

Tel: 910-750-9005

Email: americanallianceauditing@gmail.com

Prison Rape Elimination Act (PREA) Policies

In compliance with Section 115.22 of the Prison Rape Elimination Act (PREA) Standards, LaSalle Corrections, LLC. has a zero tolerance toward all forms of sexual abuse and sexual harassment. LaSalle Corrections, LLC. at this correctional facility has incorporated policies to ensure referrals of allegations are forwarded for investigations.

Reporting Abuse

To report any incident of sexual abuse or sexual harassment involving an employee working within a LaSalle Corrections, LLC. contracted facility, you may call the PREA Hotline toll free at 1-855-700-PREA (7732). Please have any information or evidence available for the investigator who will be assigned to handle the case. False accusations may be prosecuted. All reports are taken seriously and investigated as outlined in PREA.

Audit Report

LaSalle Corrections, LLC. contracted facilities will be audited pursuant to Section 115.401 of the PREA Standards. The on-site PREA Auditor visit will be conducted 28 -29 March 2019, during this on-site visit, the auditor will conduct random interviews with staff and inmates of this facility. These interviews are voluntary, but your participation will be very help to the completion of the PREA Audit. You may also contact the auditor anonymously if you would like to share information or ask questions related to PREA policies or this on-site visit.

Marc Coudriet
5630 Paradise Drive
Midlothian, Texas 76065
Email: americanallianceauditing@gmail.com

* Talk to Marc Coudriet (3-5-2019) at 2:17pm

Informed I called at 1:36pm no answer but Marc Coudriet called me back at 2:17pm

* called 3-8-2019-354pm- left message concerning Cpt. John talking inappropriate & stealing time Cpt. Golbert talking down to me, telling me many nice Cheatum 1-29-23

Mary Alice Cheatum
Charge number 846-2019-10056

On 3-11-2019 MR. Marc Courtier
American Alliance Auditing LLC made
possible that a LaSalle Correction Warden
from another LaSalle Unit came to the
LaSalle Correction Unit in Beaumont Texas
late Night to interview a few people who
was named in my Sexual Harassment Com-
plain. After the Interview nothing changed
for the better, it got even worse,
the nasty, and dirty talking continued by
Lt. A. Gellepie, Sgt. Robert Johnson, John
Cooper, and DeAndrea Cole. I also informed
Warden Wilson (Male) Officer DeAndrea Cole
asked Officer Cheyl Jones who wears false teeth
*(Mrs. Jones how you eat those corn dogs.) *
and Mrs. Jones became up set about his
comment and left her Duty Post, and
never return to her Duty Post on that night
Mrs. C. Jones reported Officer D. Jones behavior
to Sgt. Robert Jones, and he never reported
Officer D. Cole to any higher supervisor. Officer
Ronald Williams does stand by him there
also, but he may not want to get involve. But
Ronald Williams did tell Officer Cheyl Jones
if the Warden, or anyone ever asked him
about the incident he would tell the truth.
* Please See a copy of my Original Statement
to Mr. Wilson, a Warden from another
LaSalle Corrections Unit on 3-11-2019.

Thank You
Mary Alice Cheatum
1-27-2021

charge# 844-3019-10056

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* To: Mary Alice Cheatum (Lasalle Correction Employee) From: Mary Alice Cheatum (Lasalle Correction Employee) These are some of the States I have personally heard Lt. Gillespie, Sgt. R. Johnson, J. Cooper, and D. Cole make in my presence. In our turn out one day Sgt. R. Johnson told J. Cooper you're madder than a woman, Sgt. R. Johnson also told J. Cooper what color is your balls, and began laughing. Sgt. R. Johnson asked J. Cooper do you ever f**k your draws, You better stop. Bend over in front of me, or I'm going to have to take care of my business. I'll put it all the way up you, Sgt. R. Johnson told J. Cooper I know you have a bad right hip, so why don't you let me take care of Belinda (Cooper's wife) I'll hook her up. Sgt. R. Johnson also told J. Cooper man I'm tired of puttin extra money in your house, I lay where I pay. Their medals I'll have the state laying with Belinda, Sgt. R. Johnson said that Right C.b (Officer Terry G. Gibson) Mr. T. Gibson stated if a man let you do that, one Mr. Gibson walked away. Both Lt. Gillespie and Sgt. R. Johnson both stated they like it from behind and Lt. Gillespie stated he likes it front, and when the person resist it better than us, this was one morning as our shift was getting off from work Lt. Gillespie left one of the two our room & followed us out to the door where you leave the building. Sgt. R. Johnson told Cole during the feeding of Breakfast Hey Cole you want this, Sausage, Breakfast Sarge was being served on this day, Sgt. R. Johnson also asked D. Cole what's that on your mouth that white stuff, then R. Johnson began laughing. When I reported this behavior to Captain

Mary Alice Cheatum 1-29-23

charge # 846-2019-10056

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Colbert she stated Ms. Cheatum that's just the way Boys talk it's just TDCJ slang I informed Captain Colbert I also worked for TDCJ 20 years and I have never heard guys talk to each other like that on the job. Captain Colbert told me, She herself often tell the male employees when they are in a bad mood, you must be on your cycle today, you sure you are wearing your P.A.D Captain Colbert stated to me that's just normal, that's just TDCJ Slang I Officer M. Cheatum informed Captain Colbert that is not normal talk for the work place. Captain Colbert then told me that is why No body likes you because you always writing in that part of yours, Captain Colbert tried to flip the script on me to make it seem like I had done somethin wrong, I also informed Captain Colbert Sgt R. Johnson often less certain officers leave the Unit to go to the Stewon chicken or Burger Places without clocking out and take another 30 minute break later (this is when they do clock out) She again became up set with me and started defendin R. Johnson behavior again, Captain Colbert gets that No body likes you talk from Marlen Lucy because every time I go into Marlen Lucy's Office for anything I always hear no body likes you, No Body wants to work with you, because you always writing in your P.A.D, I have asked Marlen Lucy over and over again is having my small pad illegal, and she continue to tell me if it is not illegal yet she continues to throw it in my face that I carry a non PAI, I mary A. Cheatum can not think of every thing right now I had something written at home, Thank You for coming out to investigate this matter, Mary A. Cheatum (409) 5490761/3-11-20

1-29-23

In 2017 I informed
Warden Debrah Lacy there
was another Male
Supervisor by the name of
Ronald Holmes treating
the male Officers with
more respect than the
female Officers, Lacy
Did not want to hear
anything I had to say
concerning this matter,

Mary Alice Cheatum
Charge number 846-2019-10056

January 19-2017 was the first time
that Mary Alice Cheatum reported any
type of Discrimination, or favoritism
at the workplace at LaSalle Corrections
in Beaumont Texas Detrah Lacey the
warden at LaSalle Corrections, Beaumont
Texas stated to me I don't have time
for this, that's petty I have a Audit
to worry about, and that's some Black
people Shit, I knew then I was in
trouble, because Detrah Lacey did not
care about her employees.

Mary Alice Cheatum
1-27-2021

Mary Alice Cheatum

Charge number 846-2019-10056

To: Mandie Lacy
From: Mary Cheatum

I thought about something you said to me last night about Capt. Gobert staying late, and speaking to all of the J.C. card right officers. Capt. Gobert left the unit during our turn shift head the Captain told Sgt. Ronald Holmes & I had to talk to you, she also told R. Holmes call me tonite when you get time. NO one from our turn out left turn out to talk to the Captain before she left the unit. Ask Mr. Howard, Thank You

Mrs. Shields,

Mary Cheatum

1-25-2017

P.S. Over a month ago I did speak to Capt. Gobert about getting off R. Holmes card, and she told me it would cost money to do that, but that she would talk to R. Holmes about the way he speaks to me, me.

Mary Alice Cheatum 1-27-21

MARY Alice Cheatum
Charge # 846-2019-10056

LASALLE SOUTHWEST CORRECTIONS	General Statement Jefferson County Downtown Jail Beaumont, Texas Employee Inmate/Defendant	Page #1
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Statement should include who, what, when, where, how and why (if appropriate).

It has become a continuous pattern of bad behavior, favoritism, and unprofessionalism displayed by Ronald Holmes a night time supervisor on B-C-Card. R. Holmes allows the male officers including himself to take extra breaks throughout the night to go out side to smoke, sometimes the males (Hawkins & Bowdreux) take extra eating breaks without clocking out, while myself, and the other female officers cannot leave our duty post, not even to go the Food Service Dept. to fill up the coolers with ice without having to call R. Holmes, and make a request, while all night long the males are back, and forward on the elevator, without requesting to be on the elevator. Also on 1-18-17 I mary Cheatum was assigned to work 3-floor A and B Pod, and Officer D. Tatum was assigned to work 3-floor control picker, and 3-C and D, at 6:15pm I did an In, and Out for A-Pod, and B-Pod at this time I Retrieved the Empty Ice coolers for Both Pods, minutes later Nurse McPherson, and R. Holmes arrived on the 3rd floor to begin fill call, Officer Tatum Relieved me in the 3 control picker.

Individual Making the Statement

Name (Last, First, Initial): Cheatum, Mary	Signature Mary Cheatum	Date/Time of Statement: 01 19 2017				
Month	Day	Year	Time	AM/PM		
Individual Witnessing the Statement						
Name (Last, First, Initial):	Signature	Date/Time of Statement:				
Month	Day	Year	Time	AM/PM		

Mary Alice Cheatum 1-27-21

Mary Alice Cheatum
Charge # 846-2019-10056

LASALLE SOUTHWEST CORRECTIONS	General Statement Jefferson County Downtown Jail Beaumont, Texas Employee Inmate/Detainee	Page # 2
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Statement should include who, what, when, where, how and why (if appropriate).

So I could do full call on A-Pod, At this time my self, and Officer Tatum was able to go in, and out of the picket, because the picket door was not locked, because I had did an In, and out only minutes prior to the nurse arriving on the Belfloor, I knew some of the female offenders was not fully dressed on the upper and lower run, one female officer on the lower run was sitting on the table in her underwear, and shirt, and on the upper run two female offenders was lying on their blanket in the Day room in their underwear and shirt, so when I notice R. Holmes, and Nurse McPherson entering the A-vestible I rushed to get in there, because I have witness MR. Holmes enter the runs on A-Pod to do full call, and do In, and out on A-Pod, and even back up without wearing the female offenders ~~man~~ on the Run, AS I entered A vestible R. Holmes was about to step thru the Run door, I, M. Cheatum stated Hold on Sgt. Some of the females are not fully dressed, Mr. R. Holmes looked back at

Individual Making the Statement

Name (Last, First, Initial): Cheatum, Mary	Signature Mary Cheatum	Date/Time of Statement: 01 19 2017									
						Month	Day	Year	Time	AM/PM	
Individual Witnessing the Statement											
Name (Last, First, Initial):	Signature	Date/Time of Statement:									
						Month	Day	Year	Time	AM/PM	

Mary Alice Cheatum 1-27-21

Mary Alice Cheatum
Charge # 846-2019-10056

page 3

me with a frown on his face, and stated I wasn't about to go in there without saying man on the Run (But from what I witnessed R. Holmes was about to step in the lower Run, and I didn't hear anything come out of his mouth) I do know that Mr. R. Holmes is a supervisor, and he can indeed enter A-Pod, and B-In, and Out, Pill calls, etc, I just thought I was giving R. Holmes a heads up, concerning the female offenders not being fully dressed, but instead of being glad I married him, R. Holmes seemed to be upset with me, I also wondered why R. Holmes didn't wait for me to be relieved by Officer Tatum, so at this point both myself, and R. Holmes was just standing against the wall, because I didn't know if he wanted to go and get the female offenders, or not, R. Holmes finally said if you want you can go get the ones who need to see the nurse, its not like I really cared which one of the two of us went to get the ladies, I just didn't know what to do, at this point I did go on the upper, and the lower Run to get the female offenders who needed medication. After Pill call on A-Pod and B-Pod was complete I relieved Officer Tatum in the Picket so he could do Pill call on C-Pod, and D-Pod, R. Holmes locked me in the control Picket for about three hours, I could not do any In, and Out or return the Ice coolers to the female offenders. Even when I called R. Holmes he would not come, and open the picket door to relieve me, or allow Officer Tatum to relieve me to do an In, and Out for the female offenders, R. Holmes is the person who stresses in Turn Out how important it is that all the offenders get their In, and Out every time, At 9:00 pm I called Booking where R. Holmes was just sitting with Ms. Howard I asked Officer Howard to please tell R. Holmes the female

* man cheatum 1-19-2017 *

Mary Alice Cheatum 1-27-2017

Mary Alice Cheatum
Charge #. 846-2019-10056

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Offender was calling constantly for an In, and Out, Officer Howard informed me R. Holmes said he would be up there in a couple of minutes, which he never did come up to the 3rd floor until 940 pm, but instead of believing me so I could do my In, and Out on A-POD, R. Holmes went to C,D Area and talked to Mr. Tatum, as R. Holmes was about to go back on the elevator, I motioned to him, and stated I need to do an In, and Out on A-POD, R. Holmes replied that if me, them are you going to do an In, and Out if Tatum is not in the picker? I didn't understand why R. Holmes didn't believe me so I could do my In, and Out on A-POD, At 955 pm R. Holmes came back on the 3rd floor he finally unlocked the picker door so I could do the In, and Out for A-POD R. Holmes, and Officer D. Tatum began talking right at the picker door, so after about ten seconds I (shook) around the two men, and began walking towards A,B side, I didn't take three steps when R. Holmes went off on me in front of Officer D. Tatum, R. Holmes raised his voice, and stated to me NO You didn't just walk out of this picker without no body being in it, I. Stated Sir you and Mr. Tatum is standing right in the door way, R. Holmes Stated So what you see us talking too, R. Holmes told me I bet not ever do that again (R. Holmes don't even talk to the offenders like that, at lease I have never heard him talk to an offender in that manner) I just went to A-POD Did my In and Out, and returned the cooler full of Ice to the female offenders, later on that night MR. D. Tatum Stated to me R. Holmes was wrong how he did me, The very next day 1-19-2017 I was assigned to the 1st floor control picker I was relieved by Officer Boudreau at 1115pm to take a break, when my break was over, and I returned to the 1st floor picker at 1140pm

*Mary cheatum 1-19-2017 *

Mary Alice Cheatum 1-27-21

Mary Alice Cheatum
Charge # 840-2019-10056

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Mr. R. Holmes unlocked the Picket DOOR, and Officer Boulware shot out of the Picket, I was not even at the Picket DOOR. R. Holmes never said a word to Officer Boulware concerning leaving out of the Picket before I M. Cheatum entered the Picket, I looked at R. Holmes and I stated what did I do so different yesterday than what Officer Boulware just did, R. Holmes never answered me, nor did R. Holmes tell Officer Boulware anything, I now feel R. Holmes attack towards me is personal. Also on 1-18-2017 R. Holmes (Did not unlock the 3rd floor Picket until 1:15 AM to allow me to take a Break, R. Holmes told me it was my fault I let Officer Tatum take a break first on the 3rd floor, but I'm not the supervisor R. Holmes knew Officer Tatum had gone pass an hour on his break (instead clocked out for an hour) Also when I finally took my Break (I noticed Officer Boulware warming up his food Mr. Boulware was on his Second Break, because Boulware had already taken a Break at 11:15pm and now at 1:15 AM he was on another Break, (Please ask Ms. Howard, Hopefully she will tell the truth), I Mary Cheatum feel R. Holmes is retaliating against me for pass incidents between the two of us, I am respectfully asking for someone to put a stop to MR. R. Holmes unprofessional behavior, m.c.

Thanks You

Mary A. Cheatum

1-19-2017

P.S. To be perfectly clear, I am not accusing Mr. R. Holmes of doing anything wrong concerning the female offenders, I just thought the situation was strange, m.c.

Mary Alice Cheatum 1-27-21

My 3 witnesses
Terry Gibson & Ann
Williams are Afraid
to Testify against
LaSalle Corrections
Beaumont Texas Due to
Retaliation, and Possibility
of losing their jobs
They may need to be
Subpoena

* Mary Alice Cheatum
* Charge number 846-2019-10056

P.1

To: Michelle Villanueva (EEOC)

FROM: Mary Alice Cheatum

* Charge Number 846-2019-10056 *

* Subject: Witnesses *

People who was witness to hearing, OR experienced Sexual Harassment at the work place, All Three witnesses are still employees for LaSalle Corrections in Beaumont Texas.

I have spoken to All three witnesses informing them they maybe receiving a telephone call from You. All three people said YES

* Alice Mayfield - Telephone Number 1-337-280-4333

While Officer Alice Mayfield, and another female officer was conducting a cell search Lt. A.

Gillespie (Black male) walked up closely behind Officer Alice Mayfield, and the other female officer, and stated I finally got yall where I

want you, Lt. A. Gillespie did this Right in front of his then Girlfriend, now wife (Officer Edison) causing Officer Edison (now wife) not

to speak to Officer Alice Mayfield for a year.

Ms. Alice Mayfield work Part-time for

LaSalle Corrections, Inc.

* Terry Gibson (Blk. male) - Telephone Number 1-409-350-4300

Officer Terry Gibson, and my self (Mary A. Cheatum) worked at LaSalle Corrections on the same shift

for a year, or better in that time period Officer

Terry Gibson heard Lt. A. Gillespie, Sgt. R.

Johnson, Officer D. Cole, and Officer J. Cooper

constant use of profanity, talking dirty about

woman, even talking under each others clothes

Describing what they do to their girlfriends, and

wives, and it didn't matter if females officers

Mary Alice Cheatum

1-29-23

* Mary Alice Cheatum
* Charge Number 846-2019-10056
* Subject: Witnesses

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was close enough to hear them whether it was in the thumb box room, OR on their Duty Post, Even MR. TERRY Gibson complain to me concerning the four men behavior constantly talking sexual, MR. TERRY Gibson stated to me enough is enough they need to give it a break Sometime, MR. TERRY Gibson works 6pm to 6am, mc.

* Ann Williams - Telephone Number 1-409-499-6277
One day, over a couple of years ago while talking on the telephone with Officer Ann Williams I was informed one night while she worked Lt. A. Gillespie came to work the offenders was Racked Up Ready for bed Lt. A. Gillespie was angry concerning issues he was having at home, Lt. A. Gillespie turned on all the lights, and stated if I can't get any Pussy at home an't no body going to sleep. - Officer Ann Williams works 6pm to 6am mc.

Mary Alice Cheatum
1-29-23

Alice Mayfield

witness

1-337-280 4333

She Had An Unwanted Sexual
Experienc^e with One of
The Male Supervisors I
make a complaint on
Lt. Arthur Gillespie

EEOC

From: MICHELLE VILLANUEVA (michelle.villanueva@eeoc.gov)
To: alicesmayfield@yahoo.com
Date: Sunday, March 7, 2021 at 03:17 PM CST

Ms. Mayfield,

Thank you for taking some time to speak to me. If you can recollect any additional information that you believe would be helpful, please contact me – by phone or email—and we can continue to discuss. It would be helpful if you could provide details or additional incidents that describe the workplace behavior, or direct me to other employees that can provide further insight. Please don't hesitate to contact me.

Best regards,

Michelle Villanueva

*Federal Investigator
U. S. Equal Employment Opportunity Commission*

Houston District Office

1919 Smith Street, 6th Floor

Houston, Texas 77002

Telephone: (346) 327-7677

Fax: (713) 651-4902

Terry Gibson

Witness

1-409-350-4300

TO Sexual Harassment

Officer Terry Gibson
was a witness to
several of the sexual
harassment in the work
place at LaSalle
CORRections Beaumont
Texas. Even after I
no longer worked at
LaSalle Corrections, Ms.
T. Gibson would call me
from time to time & tell
me about it.

EOC
Charge Number 846 2019 10056

P.1

(Lynn)?
 TERRY Gibson (male) I-409-350 4300-New
 I-409-832-4275-old
 1108 Euclid Street (Born 1961)
 Beaumont Texas 7770

* Terry Gibson is Also aware of a female Nurse who quit because She was being Sexually Harassed by Officer Cole, & Officer Cooper in front of Offenders, Marlene D. Lacy threatened to fire Officer Cole and Officer Cooper if they continued to Harass the female Nurse, the officers never stop harassing the female Nurse, Debra Lacy never liked the two male officers.

* After I no longer worked for La Salle Corrections Terry Gibson called me while he was on Break, and informed me that the Sexual Harassment was even worse than when I was employed at LaSalle Corrections, Terry Gibson told me Robert Johnson & another Officer by the name of Prejean was in the Picket with Officer Locker (female) wrestling all over the floor, and Officer Prejean (male) made the statement (This how you do a woman, You choke her down then you eat her Pussy, then she will love you

Mary Alice Cheatum 1-29-23

P, 2

to death.

* * * Terry Gibson once told me, I'm a man and I get tired of hearing about DICKS every night. * * *

* * * Terry Gibson Can tell you how Robert Johnson (Supervisor) continued to tell Officer Cooper (male) how he would like to go to bed with (Coopers wife) also how fine cooper wife looked in Blue Jeans. * * *

Mary Alice Cleary

This is the type of language men, and women had to hear right after right working with Robert Johnson, Cooper, & D. Cole MAC

Mary Alice Cleary 1-29-23

To: EEOC

On 1-4-2019 I Mary A. Cheatum was told by Officer Terry Gibson, Officer John Cooper, and Sgt. Robert Johnson was playing the come on game as usually (again), and Robert Johnson told Officer J. Cooper he (Johnson) like Booty nor Man Booty, But Woman Booty in front of Officer Terry Gibson, and Officer A. Lockett (Female)

Mary Alice Cheatum

Mary Alice Cheatum 1-29-23

EEOC

Charge number 8462019 10056

On 4-18-2019 at 5:30pm

Officer Terry Gibson called me and informed me he asked Officer D. cole D.Ole (cole) get written up when he fell down six months ago while he was feeding the Breakfast me and Cole told Officer Terry Gibson NO he didn't, Cole stated they could not write him up because he had not been trained on how to feed one of the food carts, that makes no sense (NO one has been trained on feeding out of any of the food carts). D. cole Didn't fall when he was taking trays out of the food cart, Officer cole fell when he was going down the stairs with a bucket of food trays, which he was not suppose to have. Also Officer Cole informed Officer Terry Gibson he never sat in front of a review Board, Officer D. cole act as if he Didn't know what that was, Captain Debra Day told me it was normal when someone hurt them while on the job to go before a review Board. Maryalice Chear-

D.
Officer cole never was written up for an unsafe act for falling down stairs while he was feeding Breakfast or La Salle Corrections
Beaumont, TX. MAC

A Review Board was put together
Right After I Slipped & Fell on
4-14-2019, Warden Deonah Lacy
Capt. Lisa Goben, and Lt. Arthur
Gillespie. All of these people I file
a complaint on. Bullying, Sexual
Harassment, Hostile Working
Environment, Retaliation, MAC

To EEOC

On 4-26-2019 Officer Terry Gibson called me at my home and informed me that Officer Tindle white male, and Officer Dicole, Black male who Both supposedly had work place injuries at LaSalle Corrections Beaumont Texas Did not know what a Review Board was, and had never heard of a Review Board, On 4-16-2019 Wardine Debrah Lacy informed me that I need to go before a Review Board whenever I return Back to work after I slipped, and fell on water in the Book-In Area which Sgt Robert Johnson and the Book-In Officer that Night Cherry Jones ignored, and to mop up (4-14-19) LaSalle Corrections H.R. Susan Benoit informed me The Review Board was about Un-Safe Act, and the people on the Review Board's Wardine Debrah Lacy, Captain Lisa Gobert, and Lt. Arthur Gillespie, All of these people I have filed a Complaint on for being unprofessional, causing a Hostile Working Environment, Retaliation, and Sexual Harassment This was clearly a set up to write me up again, I never seen the water on the floor when I slipped, and fell. Many alie cheam.

P.S. Judy Tittman Director of H.R Louisiana Head Quarter informed me she had never heard of a Review Board it must be something new if the Director of H.R. never heard of a Review Board, Wardine D. Lacy made this Review Board thing up, M.A.C.

EEOC

Charge number 8426 2019 10056

Continuous Sexual Behavior In the work Place
at LaSalle Corrections Beaumont Texas)*

11:14-2019 at 5:00pm Officer Terry Gibson called me I missed his call at 5:00pm, I called him back at 5:15pm 11-14-2019 Terry Gibson informed of an incident which had occurred on 11-13-2019, Terry Gibson began by saying to me The Party Game is stronger than it ever been, its even worse than ever Officer Terry Gibson then informed me Robert Johnson was Horse Playing in the Picket with an female Officer A. Lockett, Robert Johnson (as I was told by I. Gibson placed his hands around Officer A. Locketts neck, and slammed her to the floor, Robert Johnson then began to Rock back & forward against Officer A. Locketts body, Officer Terry Gibson did inform me (Mary Cheatum) Terry Gibson stated to Robert Johnson Hey Sgt. what's up and you doing? Robert Johnson then told Terry Gibson Man don't worry about it she I over this, Terry Gibson informed me Officer A. Lockett was Smiling and stated to Robert Johnson You got me messed up, You must be talking about Britney, Britney is Robert Johnson wife, All at once Officer Prejean enters the Picket Robert Johnson, and A. Lockett gets off the floor, then Officer Prejean (Male Officers) joins in on the Horse Playing, Officer Prejean then pushes Officer A. Lockett against the wall / glass he places his hands around A. Lockett neck, and acts is if he was going to go down on her towards her private Prejean stated (according to Officer Terry Gibson) This is how you do it Choke the Bitch, then go down, and eat her Pussy and she'll love you forever, Prejean stated (according to Terry Gibson) Britney like her like it rough, The only thing Officer Ashley Lockett did was drop her head & smile this happened on 11-13-2019.

Mary Cheatum 1-29-23

EEOC

Charge Number 846 2019 10056

LaSalle Corrections

Toxic Work Environment / 3rd

Party Sexual Harassment

* 2-17-19 According to Officer Terry Gibson, Derra Lacy ruled in her turn due, & said any Supervisor who talks to any Officers in professional in front of Inmates needs to have her their Backs, This did not apply for me when on 3-17-19 Johnson not only talked to me crazy, loud & in front of Inmates but got on the Radio, & took the Book, To Officer (J. Cross) to call the Sheriff Dept. on me for no good reason, where all the other Officers working that night heard, (Lacy) Retaliation.

* Sexual Harassment in the Work Place.

- a. Tell the person in person who's doing it to stop, you are uncomfortable with their behavior
- b. this might help others (I thought it would)
- c. inform HR about what is going on (Lacy) I told them they do not do what she told me she would do, she began to realize me
- d. Let the professionals do the investigation, no one at LaSalle corrections was interested in my helping me. D. Lacy, L. Gilbert, S. Beach, Lt. A. Gillespie, H.R. Jody Hillman, Director Manden Chis. Bell, they may only interested in turning me up after I reported R. J. Moody, A. Gillespie, D. Coke & T. Cooper. Many, Alice Bear

EEOC

Charge number 846 2019 10056

* 2-17-2021 Officer Terry Gibson tells me Officer John Cooper is still at it. J. cooper tells female Officer Lockett, I'll be at your house at 10:00 am so you can rub my legs all over, later Terry Gibson informed me (Chearman) Cooper stated, Where is that Big Booty Lockett (this all took place at work (a Salle Corrections in Beaumont Texas) John Cooper is a Married Man *

* 2-14-2021 Officer Terry Gibson called me, and informed me Officer John Cooper, and female Officer Ms. Johnson (new officer) was furtin in Turn Out, Cooper began talk Nasty to the female officer, the female officer told John Cooper I put it in your hands and you didn't know what to do with all of this, I asked Gibson what did Ms. Johnson mean by that, and Gibson told me Ms. Johnson sat in John Cooper's lap (All of this while at work) The Shift Supervisor Robert Johnson, is usually at work when everyone is in Turn Out, where was he? Many Alice Chearman

EEOC, Charge Number 811220191056
* Mcpherson Falling & Re-View Board *

5-13-2021 At or about 8:30 p.m. (Thursday)
(Night)
Terry Gibson Called me and
Informed me Nurse Mcpherson
Fall Down Some Stairs while
Conducting her full cell at LaSalle
Corrections. I wonder if Deon
Lacy is going to file her on Monday
Complaint when every Nurse Mcpherson
return to work is the same as have
to go before a Review Board like
all this. I wonder if she will ever be
return to work or be more up
even though it was not my fault.

Many Alice Chear -

Nurse Mcpherson fell
Down Some Stairs at
LaSalle Corrections, I
wonder if she had to
go before a Review
Board before she re-
turn back to work.
MAC.

Many Alice Chear 1-31-23

NO Response to
another Grievance
I filed with
La Salle Corrections

Beaumont Texas,
Also Disciplinary char
was written on me
That was untrue.

2-7-2019

Statements from
Officers who I
worked with on
2-7-2019 whom
stated they didn't
hear me curse or
be disrespectful
over the Radio.

